

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
00-0000	Total, All Occupations	283,330	312,660	29,330	10.4%	2,930	6,840	9,770		\$34,523	\$8.29	\$20.75
11-0000	Management Occupations	10,050	11,320	1,270	12.6%	130	190	320		\$80,239	\$20.20	\$47.76
11-1011	Chief Executives	430	480	50	11.6%	10	10	20	Bachelor's or higher degree + work experience	\$139,129	\$38.94	\$80.86
11-1021	General and Operations Managers	2,870	3,250	380	13.2%	40	50	90	Bachelor's or higher degree + work experience	\$87,297	\$21.85	\$52.03
11-1031	Legislators	490	460	-30	-6.1%	<5	10	10	Bachelor's or higher degree + work experience	\$17,161	\$5.91	\$9.42
11-2011	Advertising and Promotions Managers	80	90	10	12.5%	<5	<5	<5	Bachelor's or higher degree + work experience	\$86,514	\$26.82	\$48.98
11-2021	Marketing Managers	160	180	20	12.5%	<5	<5	<5	Bachelor's or higher degree + work experience	\$69,320	\$19.10	\$40.44
11-2022	Sales Managers	490	570	80	16.3%	10	10	20	Bachelor's or higher degree + work experience	\$89,038	\$24.93	\$51.74
11-2031	Public Relations Managers	60	70	10	16.7%	<5	<5	<5	Bachelor's or higher degree + work experience	\$61,237	\$18.71	\$34.81
11-3011	Administrative Services Managers	280	320	40	14.3%	<5	10	10	Bachelor's or higher degree + work experience	\$75,409	\$21.38	\$43.69
11-3021	Computer and Information Systems Managers	370	440	70	18.9%	10	10	20	Bachelor's or higher degree + work experience	\$92,373	\$29.93	\$51.65

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11-3031	Financial Managers	590	660	70	11.9%	10	10	20	Bachelor's or higher degree + work experience	\$100,771	\$28.26	\$58.54
11-3041	Compensation and Benefits Managers	90	100	10	11.1%	<5	<5	<5	Bachelor's or higher degree + work experience	\$73,185	\$24.82	\$40.37
11-3042	Training and Development Managers	50	60	10	20.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$64,376	\$21.88	\$35.49
11-3049	Human Resources Managers, All Other	90	110	20	22.2%	<5	<5	<5	Bachelor's or higher degree + work experience	\$91,333	\$29.55	\$51.09
11-3051	Industrial Production Managers	630	630	0	0.0%	<5	10	10	Bachelor's or higher degree + work experience	\$72,847	\$22.81	\$41.13
11-3061	Purchasing Managers	140	150	10	7.1%	<5	<5	<5	Bachelor's or higher degree + work experience	\$88,422	\$28.45	\$49.54
11-3071	Transportation, Storage, and Distribution Managers	150	160	10	6.7%	<5	<5	<5	Work experience in a related occupation	\$77,586	\$23.99	\$43.96
11-9011	Farm, Ranch, and Other Agricultural Managers	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
11-9021	Construction Managers	*	*	*	*	10	10	20	Bachelor's degree	\$65,544	\$20.28	\$37.13
11-9031	Education Administrators, Preschool and Child Care Center/Program	80	110	30	37.5%	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
11-9032	Education Administrators, Elementary and Secondary School	290	320	30	10.3%	<5	10	10	Bachelor's or higher degree + work experience	\$74,035	Not Available	Not Available

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11-9033	Education Administrators, Postsecondary	240	280	40	16.7%	<5	10	10	Bachelor's or higher degree + work experience	\$66,912	\$21.57	\$37.47
11-9039	Education Administrators, All Other	40	40	0	0.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$52,241	\$18.48	\$28.43
11-9041	Engineering Managers	410	450	40	9.8%	<5	10	10	Bachelor's or higher degree + work experience	\$93,546	\$32.42	\$51.25
11-9051	Food Service Managers	350	410	60	17.1%	10	10	20	Work experience in a related occupation	\$37,766	\$13.10	\$20.69
11-9061	Funeral Directors	70	70	0	0.0%	<5	<5	<5	Associate degree	\$102,886	\$20.61	\$63.89
11-9071	Gaming Managers	10	10	0	0.0%	<5	<5	<5	Work experience in a related occupation	*	*	*
11-9081	Lodging Managers	60	70	10	16.7%	<5	<5	<5	Work experience in a related occupation	\$48,586	\$12.35	\$28.86
11-9111	Medical and Health Services Managers	350	440	90	25.7%	10	10	20	Bachelor's or higher degree + work experience	\$77,700	\$27.06	\$42.51
11-9121	Natural Sciences Managers	40	50	10	25.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$107,556	\$39.04	\$58.04
11-9131	Postmasters and Mail Superintendents	60	60	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$55,916	\$21.37	\$29.64
11-9141	Property, Real Estate, and Community Association Managers	50	60	10	20.0%	<5	<5	<5	Bachelor's degree	\$57,820	\$16.29	\$33.55

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11-9151	Social and Community Service Managers	210	250	40	19.0%	<5	<5	<5	Bachelor's degree	\$52,726	\$17.85	\$29.10
11-9199	Managers, All Other	540	610	70	13.0%	10	10	20	Work experience in a related occupation	\$71,593	\$23.16	\$40.05
13-0000	Business and Financial Operations Occupations	10,130	11,770	1,640	16.2%	160	190	350		\$48,302	\$13.36	\$28.15
13-1011	Agents and Business Managers of Artists, Performers, and Athletes	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
13-1021	Purchasing Agents and Buyers, Farm Products	30	30	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$44,838	\$14.46	\$25.10
13-1022	Wholesale and Retail Buyers, Except Farm Products	230	250	20	8.7%	<5	10	10	Bachelor's degree	\$37,372	\$10.42	\$21.74
13-1023	Purchasing Agents, Except Wholesale, Retail, and Farm Products	840	900	60	7.1%	10	20	30	Bachelor's degree	\$49,321	\$16.96	\$27.09
13-1031	Claims Adjusters, Examiners, and Investigators	430	500	70	16.3%	10	10	20	Long-term on-the-job training	\$46,934	\$16.44	\$25.63
13-1032	Insurance Appraisers, Auto Damage	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
13-1041	Compliance Officers, Except Agriculture, Construction, Health and Safety, and Transportation	210	240	30	14.3%	<5	10	10	Long-term on-the-job training	\$49,527	\$16.57	\$27.43
13-1051	Cost Estimators	610	730	120	19.7%	10	10	20	Bachelor's degree	\$51,488	\$17.05	\$28.61

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13-1061	Emergency Management Specialists	20	30	10	50.0%	<5	<5	<5	Work experience in a related occupation	\$48,314	\$18.37	\$25.65
13-1071	Employment, Recruitment, and Placement Specialists	300	380	80	26.7%	10	10	20	Bachelor's degree	\$47,131	\$13.36	\$27.31
13-1072	Compensation, Benefits, and Job Analysis Specialists	190	220	30	15.8%	<5	<5	<5	Bachelor's degree	\$50,027	\$16.70	\$27.73
13-1073	Training and Development Specialists	370	430	60	16.2%	10	10	20	Bachelor's degree	\$46,102	\$14.06	\$26.21
13-1079	Human Resources, Training, and Labor Relations Specialists, All Other	770	890	120	15.6%	10	10	20	Bachelor's degree	\$26,690	\$6.12	\$16.19
13-1081	Logisticians	120	130	10	8.3%	<5	<5	<5	Bachelor's degree	\$57,689	\$20.37	\$31.42
13-1111	Management Analysts	450	500	50	11.1%	10	10	20	Bachelor's or higher degree + work experience	\$67,281	\$18.53	\$39.25
13-1121	Meeting and Convention Planners	90	100	10	11.1%	<5	<5	<5	Bachelor's degree	\$31,764	\$8.95	\$18.43
13-1199	Business Operations Specialists, All Other	1,780	2,220	440	24.7%	40	30	70	Bachelor's degree	\$45,018	\$11.29	\$26.82
13-2011	Accountants and Auditors	1,930	2,250	320	16.6%	30	40	70	Bachelor's degree	\$54,266	\$18.31	\$29.98
13-2021	Appraisers and Assessors of Real Estate	120	140	20	16.7%	<5	<5	<5	Postsecondary vocational training	\$52,634	\$14.96	\$30.48

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13-2031	Budget Analysts	50	60	10	20.0%	<5	<5	<5	Bachelor's degree	\$56,252	\$19.45	\$30.84
13-2041	Credit Analysts	90	90	0	0.0%	<5	<5	<5	Bachelor's degree	\$42,463	\$14.87	\$23.19
13-2051	Financial Analysts	130	160	30	23.1%	<5	<5	<5	Bachelor's degree	\$80,118	\$20.06	\$47.74
13-2052	Personal Financial Advisors	200	260	60	30.0%	10	<5	10	Bachelor's degree	\$70,193	\$18.11	\$41.56
13-2053	Insurance Underwriters	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
13-2061	Financial Examiners	30	30	0	0.0%	<5	<5	<5	Bachelor's degree	\$59,167	\$22.80	\$31.27
13-2071	Loan Counselors	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
13-2072	Loan Officers	630	660	30	4.8%	<5	10	10	Bachelor's degree	\$45,952	\$13.55	\$26.36
13-2081	Tax Examiners, Collectors, and Revenue Agents	40	40	0	0.0%	<5	<5	<5	Bachelor's degree	\$58,250	\$20.20	\$31.90
13-2082	Tax Preparers	130	140	10	7.7%	<5	<5	<5	Moderate-term on-the-job training	\$37,884	\$10.76	\$21.94
13-2099	Financial Specialists, All Other	100	120	20	20.0%	<5	<5	<5	Bachelor's degree	\$47,671	\$16.03	\$26.37

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15-0000	Computer and Mathematical Occupations	3,760	4,640	880	23.4%	90	50	140		\$55,337	\$16.96	\$31.43
15-1011	Computer and Information Scientists, Research	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
15-1021	Computer Programmers	440	410	-30	-6.8%	<5	10	10	Bachelor's degree	\$52,718	\$18.32	\$28.86
15-1031	Computer Software Engineers, Applications	500	680	180	36.0%	20	10	30	Bachelor's degree	\$63,816	\$22.15	\$34.95
15-1032	Computer Software Engineers, Systems Software	150	210	60	40.0%	10	<5	10	Bachelor's degree	\$63,469	\$22.20	\$34.67
15-1041	Computer Support Specialists	710	820	110	15.5%	10	10	20	Associate degree	\$37,878	\$12.98	\$20.83
15-1051	Computer Systems Analysts	910	1,100	190	20.9%	20	10	30	Bachelor's degree	\$64,597	\$21.20	\$35.98
15-1061	Database Administrators	130	170	40	30.8%	<5	<5	<5	Bachelor's degree	\$60,865	\$21.53	\$33.13
15-1071	Network and Computer Systems Administrators	440	590	150	34.1%	20	10	30	Bachelor's degree	\$56,182	\$19.29	\$30.87
15-1081	Network Systems and Data Communications Analysts	250	400	150	60.0%	20	<5	20	Bachelor's degree	\$58,853	\$18.70	\$33.09
15-1099	Computer Specialists, All Other	120	140	20	16.7%	<5	<5	<5	Associate degree	\$41,497	\$11.18	\$24.34

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15-2011	Actuaries	40	50	10	25.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$85,655	\$25.09	\$49.23
15-2021	Mathematicians	0	0	0	0.0%	<5	<5	<5	Doctoral degree	*	*	*
15-2031	Operations Research Analysts	*	*	*	*	<5	<5	<5	Master's degree	\$53,028	\$20.09	\$28.20
15-2041	Statisticians	30	30	0	0.0%	<5	<5	<5	Master's degree	\$78,123	\$19.65	\$46.51
15-2099	Mathematical Science Occupations, All Other	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
17-0000	Architecture and Engineering Occupations	5,260	5,740	480	9.1%	50	120	170		\$53,070	\$16.53	\$30.01
17-1011	Architects, Except Landscape and Naval	190	220	30	15.8%	<5	<5	<5	Bachelor's degree	\$62,083	\$17.85	\$35.85
17-1012	Landscape Architects	40	50	10	25.0%	<5	<5	<5	Bachelor's degree	\$46,060	\$14.79	\$25.82
17-1021	Cartographers and Photogrammetrists	30	40	10	33.3%	<5	<5	<5	Bachelor's degree	*	*	*
17-1022	Surveyors	*	*	*	*	<5	<5	<5	Bachelor's degree	\$43,480	\$15.37	\$23.67
17-2011	Aerospace Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*



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17-2021	Agricultural Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
17-2031	Biomedical Engineers	0	10	10	100.0%	<5	<5	<5	Bachelor's degree	*	*	*
17-2041	Chemical Engineers	50	50	0	0.0%	<5	<5	<5	Bachelor's degree	\$80,389	\$30.81	\$42.57
17-2051	Civil Engineers	410	460	50	12.2%	10	10	20	Bachelor's degree	\$62,488	\$22.01	\$34.06
17-2061	Computer Hardware Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
17-2071	Electrical Engineers	390	420	30	7.7%	<5	10	10	Bachelor's degree	\$64,451	\$23.89	\$34.54
17-2072	Electronics Engineers, Except Computer	100	110	10	10.0%	<5	<5	<5	Bachelor's degree	\$66,342	\$25.56	\$35.06
17-2081	Environmental Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	\$63,431	\$23.01	\$34.24
17-2111	Health and Safety Engineers, Except Mining Safety Engineers and Inspectors	30	30	0	0.0%	<5	<5	<5	Bachelor's degree	\$71,306	\$24.01	\$39.42
17-2112	Industrial Engineers	550	630	80	14.5%	10	10	20	Bachelor's degree	\$60,049	\$22.09	\$32.26
17-2121	Marine Engineers and Naval Architects	0	0	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*

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17-2131	Materials Engineers	80	100	20	25.0%	<5	<5	<5	Bachelor's degree	\$65,925	\$21.29	\$36.90
17-2141	Mechanical Engineers	940	1,020	80	8.5%	10	30	40	Bachelor's degree	\$64,351	\$23.24	\$34.79
17-2151	Mining and Geological Engineers, Including Mining Safety Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
17-2161	Nuclear Engineers	10	10	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*
17-2171	Petroleum Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
17-2199	Engineers, All Other	240	270	30	12.5%	<5	10	10	Bachelor's degree	\$63,374	\$22.71	\$34.35
17-3011	Architectural and Civil Drafters	140	140	0	0.0%	<5	<5	<5	Postsecondary vocational training	\$40,099	\$13.70	\$22.07
17-3012	Electrical and Electronics Drafters	80	80	0	0.0%	<5	<5	<5	Postsecondary vocational training	\$41,636	\$13.34	\$23.36
17-3013	Mechanical Drafters	410	400	-10	-2.4%	<5	10	10	Postsecondary vocational training	\$41,691	\$15.17	\$22.48
17-3019	Drafters, All Other	*	*	*	*	<5	<5	<5	Postsecondary vocational training	\$42,005	\$15.34	\$22.62
17-3021	Aerospace Engineering and Operations Technicians	*	*	*	*	<5	<5	<5	Associate degree	*	*	*

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17-3022	Civil Engineering Technicians	190	210	20	10.5%	<5	<5	<5	Associate degree	\$41,508	\$14.90	\$22.49
17-3023	Electrical and Electronic Engineering Technicians	280	290	10	3.6%	<5	10	10	Associate degree	\$41,101	\$14.25	\$22.52
17-3024	Electro-Mechanical Technicians	70	80	10	14.3%	<5	<5	<5	Associate degree	\$49,118	\$16.38	\$27.23
17-3025	Environmental Engineering Technicians	*	*	*	*	<5	<5	<5	Associate degree	\$41,058	\$16.37	\$21.42
17-3026	Industrial Engineering Technicians	220	240	20	9.1%	<5	10	10	Associate degree	\$40,194	\$15.82	\$21.08
17-3027	Mechanical Engineering Technicians	260	270	10	3.8%	<5	10	10	Associate degree	\$40,114	\$12.33	\$22.77
17-3029	Engineering Technicians, Except Drafters, All Other	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
17-3031	Surveying and Mapping Technicians	110	110	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,698	\$10.96	\$17.38
19-0000	Life, Physical, and Social Science Occupations	2,180	2,500	320	14.7%	30	50	80		\$53,870	\$15.54	\$31.08
19-1011	Animal Scientists	10	10	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*
19-1012	Food Scientists and Technologists	*	*	*	*	<5	<5	<5	Bachelor's degree	\$83,420	\$18.73	\$50.79

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
19-1013	Soil and Plant Scientists	40	50	10	25.0%	<5	<5	<5	Bachelor's degree	\$67,778	\$17.83	\$39.96
19-1021	Biochemists and Biophysicists	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
19-1022	Microbiologists	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
19-1023	Zoologists and Wildlife Biologists	*	*	*	*	<5	<5	<5	Doctoral degree	\$61,576	\$21.37	\$33.72
19-1029	Biological Scientists, All Other	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
19-1031	Conservation Scientists	60	60	0	0.0%	<5	<5	<5	Bachelor's degree	\$50,355	\$18.13	\$27.25
19-1032	Foresters	*	*	*	*	<5	<5	<5	Bachelor's degree	\$47,434	\$18.68	\$24.87
19-1041	Epidemiologists	0	0	0	0.0%	<5	<5	<5	Master's degree	*	*	*
19-1042	Medical Scientists, Except Epidemiologists	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
19-1099	Life Scientists, All Other	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
19-2011	Astronomers	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
**(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
19-2012	Physicists	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
19-2021	Atmospheric and Space Scientists	20	20	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*
19-2031	Chemists	150	160	10	6.7%	<5	10	10	Bachelor's degree	\$58,353	\$16.37	\$33.90
19-2032	Materials Scientists	*	*	*	*	<5	<5	<5	Bachelor's degree	\$79,308	\$27.05	\$43.67
19-2041	Environmental Scientists and Specialists, Including Health	90	100	10	11.1%	<5	<5	<5	Master's degree	\$49,913	\$16.05	\$27.97
19-2042	Geoscientists, Except Hydrologists and Geographers	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
19-2043	Hydrologists	20	30	10	50.0%	<5	<5	<5	Master's degree	\$48,162	\$19.28	\$25.09
19-2099	Physical Scientists, All Other	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
19-3011	Economists	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
19-3021	Market Research Analysts	370	440	70	18.9%	10	10	20	Master's degree	\$57,733	\$19.26	\$32.00
19-3022	Survey Researchers	*	*	*	*	<5	<5	<5	Master's degree	*	*	*

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
**(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
19-3031	Clinical, Counseling, and School Psychologists	190	230	40	21.1%	<5	<5	<5	Doctoral degree	\$60,107	\$20.57	\$33.06
19-3039	Psychologists, All Other	*	*	*	*	<5	<5	<5	Master's degree	\$87,780	\$39.13	\$43.74
19-3041	Sociologists	10	10	0	0.0%	<5	<5	<5	Master's degree	*	*	*
19-3051	Urban and Regional Planners	*	*	*	*	<5	<5	<5	Master's degree	\$41,532	\$15.11	\$22.39
19-3091	Anthropologists and Archeologists	0	0	0	0.0%	<5	<5	<5	Master's degree	*	*	*
19-3093	Historians	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
19-3094	Political Scientists	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
19-3099	Social Scientists and Related Workers, All Other	40	50	10	25.0%	<5	<5	<5	Master's degree	\$55,983	\$24.64	\$28.05
19-4011	Agricultural and Food Science Technicians	70	70	0	0.0%	<5	<5	<5	Associate degree	\$29,303	\$10.79	\$15.74
19-4021	Biological Technicians	110	120	10	9.1%	<5	<5	<5	Associate degree	\$36,045	\$12.78	\$19.60
19-4031	Chemical Technicians	140	150	10	7.1%	<5	<5	<5	Associate degree	\$43,414	\$16.77	\$22.92

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
19-4041	Geological and Petroleum Technicians	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
19-4061	Social Science Research Assistants	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
19-4091	Environmental Science and Protection Technicians, Including Health	40	40	0	0.0%	<5	<5	<5	Associate degree	\$45,110	\$15.34	\$24.86
19-4092	Forensic Science Technicians	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
19-4093	Forest and Conservation Technicians	30	30	0	0.0%	<5	<5	<5	Associate degree	\$34,174	\$12.16	\$18.56
19-4099	Life, Physical, and Social Science Technicians, All Other	180	220	40	22.2%	<5	<5	<5	Associate degree	\$41,640	\$14.38	\$22.84
21-0000	Community and Social Services Occupations	4,820	5,620	800	16.6%	80	90	170		\$38,231	\$10.87	\$22.14
21-1011	Substance Abuse and Behavioral Disorder Counselors	110	130	20	18.2%	<5	<5	<5	Master's degree	\$38,614	\$14.01	\$20.84
21-1012	Educational, Vocational, and School Counselors	340	400	60	17.6%	10	10	20	Master's degree	\$49,102	\$15.05	\$27.89
21-1013	Marriage and Family Therapists	40	50	10	25.0%	<5	<5	<5	Master's degree	\$45,741	\$16.42	\$24.78
21-1014	Mental Health Counselors	90	110	20	22.2%	<5	<5	<5	Master's degree	\$53,867	\$17.59	\$30.05

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
**(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)**

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
21-1015	Rehabilitation Counselors	250	290	40	16.0%	<5	10	10	Master's degree	\$32,871	\$10.14	\$18.64
21-1019	Counselors, All Other	90	110	20	22.2%	<5	<5	<5	Master's degree	\$54,323	\$14.75	\$31.80
21-1021	Child, Family, and School Social Workers	470	560	90	19.1%	10	10	20	Master's degree	\$40,045	\$12.91	\$22.42
21-1022	Medical and Public Health Social Workers	160	200	40	25.0%	<5	<5	<5	Master's degree	\$38,449	\$13.03	\$21.21
21-1023	Mental Health and Substance Abuse Social Workers	140	160	20	14.3%	<5	<5	<5	Master's degree	\$40,876	\$14.25	\$22.35
21-1029	Social Workers, All Other	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
21-1091	Health Educators	60	70	10	16.7%	<5	<5	<5	Master's degree	\$34,973	\$10.57	\$19.93
21-1092	Probation Officers and Correctional Treatment Specialists	120	120	0	0.0%	<5	<5	<5	Bachelor's degree	\$43,633	\$18.40	\$22.27
21-1093	Social and Human Service Assistants	660	820	160	24.2%	20	10	30	Moderate-term on-the-job training	\$28,212	\$9.56	\$15.56
21-1099	Community and Social Service Specialists, All Other	210	270	60	28.6%	10	<5	10	Bachelor's degree	\$29,306	\$7.35	\$17.46
21-2011	Clergy	*	*	*	*	20	30	50	Master's degree	\$44,799	\$15.82	\$24.40



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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
21-2021	Directors, Religious Activities and Education	*	*	*	*	10	10	20	Bachelor's degree	*	*	*
21-2099	Religious Workers, All Other	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
23-0000	Legal Occupations	960	1,120	160	16.7%	20	10	30		\$61,578	\$14.69	\$37.06
23-1011	Lawyers	580	680	100	17.2%	10	10	20	First professional degree	\$79,212	\$22.08	\$46.09
23-1021	Administrative Law Judges, Adjudicators, and Hearing Officers	0	0	0	0.0%	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
23-1022	Arbitrators, Mediators, and Conciliators	20	20	0	0.0%	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
23-1023	Judges, Magistrate Judges, and Magistrates	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	*	*	*
23-2011	Paralegals and Legal Assistants	190	240	50	26.3%	10	<5	10	Associate degree	\$34,080	\$13.56	\$17.80
23-2091	Court Reporters	10	10	0	0.0%	<5	<5	<5	Postsecondary vocational training	\$37,556	\$11.04	\$21.56
23-2092	Law Clerks	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
23-2093	Title Examiners, Abstractors, and Searchers	70	80	10	14.3%	<5	<5	<5	Moderate-term on-the-job training	\$30,671	\$12.17	\$16.03

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
23-2099	Legal Support Workers, All Other	20	30	10	50.0%	<5	<5	<5	Bachelor's degree	\$36,893	\$13.87	\$19.67
25-0000	Education, Training, and Library Occupations	13,380	15,570	2,190	16.4%	220	280	500		\$41,251	\$11.66	\$23.92
25-1011	Business Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1021	Computer Science Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1022	Mathematical Science Teachers, Postsecondary	70	90	20	28.6%	<5	<5	<5	Doctoral degree	\$60,745	Not Available	Not Available
25-1031	Architecture Teachers, Postsecondary	10	10	0	0.0%	<5	<5	<5	Doctoral degree	*	*	*
25-1032	Engineering Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1041	Agricultural Sciences Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1042	Biological Science Teachers, Postsecondary	60	70	10	16.7%	<5	<5	<5	Doctoral degree	\$55,545	Not Available	Not Available
25-1043	Forestry and Conservation Science Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1051	Atmospheric, Earth, Marine, and Space Sciences Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
25-1052	Chemistry Teachers, Postsecondary	30	30	0	0.0%	<5	<5	<5	Doctoral degree	\$52,779	Not Available	Not Available
25-1053	Environmental Science Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1054	Physics Teachers, Postsecondary	20	30	10	50.0%	<5	<5	<5	Doctoral degree	\$57,712	Not Available	Not Available
25-1061	Anthropology and Archeology Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1062	Area, Ethnic, and Cultural Studies Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1063	Economics Teachers, Postsecondary	20	30	10	50.0%	<5	<5	<5	Doctoral degree	\$60,317	Not Available	Not Available
25-1064	Geography Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1065	Political Science Teachers, Postsecondary	20	20	0	0.0%	<5	<5	<5	Doctoral degree	\$54,928	Not Available	Not Available
25-1066	Psychology Teachers, Postsecondary	40	50	10	25.0%	<5	<5	<5	Doctoral degree	\$57,611	Not Available	Not Available
25-1067	Sociology Teachers, Postsecondary	20	30	10	50.0%	<5	<5	<5	Doctoral degree	\$52,335	Not Available	Not Available
25-1069	Social Sciences Teachers, Postsecondary, All Other	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

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25-1071	Health Specialties Teachers, Postsecondary	*	*	*	*	10	10	20	Master's degree	*	*	*
25-1072	Nursing Instructors and Teachers, Postsecondary	90	110	20	22.2%	<5	<5	<5	Doctoral degree	\$55,194	Not Available	Not Available
25-1081	Education Teachers, Postsecondary	100	130	30	30.0%	<5	<5	<5	Doctoral degree	\$48,653	Not Available	Not Available
25-1082	Library Science Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1111	Criminal Justice and Law Enforcement Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1112	Law Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1113	Social Work Teachers, Postsecondary	10	20	10	100.0%	<5	<5	<5	Doctoral degree	\$50,106	Not Available	Not Available
25-1121	Art, Drama, and Music Teachers, Postsecondary	120	150	30	25.0%	<5	<5	<5	Master's degree	\$48,078	Not Available	Not Available
25-1122	Communications Teachers, Postsecondary	60	80	20	33.3%	<5	<5	<5	Doctoral degree	\$51,511	Not Available	Not Available
25-1123	English Language and Literature Teachers, Postsecondary	90	110	20	22.2%	<5	<5	<5	Doctoral degree	\$58,702	Not Available	Not Available
25-1124	Foreign Language and Literature Teachers, Postsecondary	50	60	10	20.0%	<5	<5	<5	Doctoral degree	\$49,174	Not Available	Not Available

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25-1125	History Teachers, Postsecondary	30	40	10	33.3%	<5	<5	<5	Doctoral degree	\$47,965	Not Available	Not Available
25-1126	Philosophy and Religion Teachers, Postsecondary	30	40	10	33.3%	<5	<5	<5	Doctoral degree	\$52,571	Not Available	Not Available
25-1191	Graduate Teaching Assistants	*	*	*	*	10	10	20	Bachelor's degree	*	*	*
25-1192	Home Economics Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Doctoral degree	*	*	*
25-1193	Recreation and Fitness Studies Teachers, Postsecondary	*	*	*	*	<5	<5	<5	Master's degree	*	*	*
25-1194	Vocational Education Teachers, Postsecondary	*	*	*	*	10	10	20	Work experience in a related occupation	*	*	*
25-1199	Postsecondary Teachers, All Other	*	*	*	*	10	10	20	Doctoral degree	*	*	*
25-2011	Preschool Teachers, Except Special Education	800	1,020	220	27.5%	20	10	30	Bachelor's degree	\$23,410	\$7.51	\$13.13
25-2012	Kindergarten Teachers, Except Special Education	240	280	40	16.7%	<5	<5	<5	Bachelor's degree	\$39,343	Not Available	Not Available
25-2021	Elementary School Teachers, Except Special Education	2,260	2,550	290	12.8%	30	50	80	Bachelor's degree	\$40,663	Not Available	Not Available
25-2022	Middle School Teachers, Except Special and Vocational Education	1,160	1,250	90	7.8%	10	30	40	Bachelor's degree	\$43,778	Not Available	Not Available

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25-2023	Vocational Education Teachers, Middle School	40	40	0	0.0%	<5	<5	<5	Bachelor's degree	\$50,029	Not Available	Not Available
25-2031	Secondary School Teachers, Except Special and Vocational Education	1,850	2,040	190	10.3%	20	50	70	Bachelor's degree	\$42,717	Not Available	Not Available
25-2032	Vocational Education Teachers, Secondary School	150	160	10	6.7%	<5	<5	<5	Bachelor's degree	\$43,129	Not Available	Not Available
25-2041	Special Education Teachers, Preschool, Kindergarten, and Elementary School	260	320	60	23.1%	10	10	20	Bachelor's degree	\$41,288	Not Available	Not Available
25-2042	Special Education Teachers, Middle School	140	170	30	21.4%	<5	<5	<5	Bachelor's degree	\$41,088	Not Available	Not Available
25-2043	Special Education Teachers, Secondary School	210	240	30	14.3%	<5	10	10	Bachelor's degree	\$44,497	Not Available	Not Available
25-3011	Adult Literacy, Remedial Education, and GED Teachers and Instructors	120	140	20	16.7%	<5	<5	<5	Bachelor's degree	\$50,424	\$16.45	\$28.14
25-3021	Self-Enrichment Education Teachers	400	470	70	17.5%	10	10	20	Work experience in a related occupation	\$33,081	\$8.41	\$19.65
25-3099	Teachers and Instructors, All Other	810	950	140	17.3%	10	10	20	Bachelor's degree	\$27,874	\$9.40	\$15.40
25-4011	Archivists	*	*	*	*	<5	<5	<5	Master's degree	\$42,369	\$16.39	\$22.36
25-4012	Curators	20	20	0	0.0%	<5	<5	<5	Master's degree	\$44,250	\$17.06	\$23.38

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
25-4013	Museum Technicians and Conservators	20	20	0	0.0%	<5	<5	<5	Master's degree	\$38,820	\$14.63	\$20.68
25-4021	Librarians	240	240	0	0.0%	<5	10	10	Master's degree	\$46,645	\$16.35	\$25.47
25-4031	Library Technicians	240	250	10	4.2%	<5	10	10	Postsecondary vocational training	\$24,718	\$8.40	\$13.62
25-9011	Audio-Visual Collections Specialists	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
25-9021	Farm and Home Management Advisors	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
25-9031	Instructional Coordinators	100	120	20	20.0%	<5	<5	<5	Master's degree	\$56,985	\$20.59	\$30.80
25-9041	Teacher Assistants	2,000	2,320	320	16.0%	30	40	70	Associate degree	\$21,870	Not Available	Not Available
25-9099	Education, Training, and Library Workers, All Other	*	*	*	*	<5	<5	<5	Bachelor's degree	\$33,173	\$15.05	\$16.40
27-0000	Arts, Design, Entertainment, Sports, and Media Occupations	3,680	4,160	480	13.0%	50	70	120		\$35,664	\$9.01	\$21.21
27-1011	Art Directors	50	60	10	20.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$63,352	\$20.56	\$35.40
27-1012	Craft Artists	*	*	*	*	<5	<5	<5	Long-term on-the-job training	\$29,803	\$11.90	\$15.54

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
**(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replace-ments <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
27-1013	Fine Artists, Including Painters, Sculptors, and Illustrators	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-1014	Multi-Media Artists and Animators	30	30	0	0.0%	<5	<5	<5	Bachelor's degree	\$35,625	\$10.14	\$20.62
27-1019	Artists and Related Workers, All Other	10	20	10	100.0%	<5	<5	<5	Long-term on-the-job training	\$34,503	\$10.61	\$19.58
27-1021	Commercial and Industrial Designers	110	120	10	9.1%	<5	<5	<5	Bachelor's degree	\$53,775	\$18.82	\$29.37
27-1022	Fashion Designers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
27-1023	Floral Designers	190	210	20	10.5%	<5	<5	<5	Moderate-term on-the-job training	\$21,994	\$8.59	\$11.57
27-1024	Graphic Designers	560	610	50	8.9%	10	10	20	Bachelor's degree	\$39,012	\$13.65	\$21.31
27-1025	Interior Designers	100	110	10	10.0%	<5	<5	<5	Bachelor's degree	\$38,525	\$14.11	\$20.73
27-1026	Merchandise Displayers and Window Trimmers	70	80	10	14.3%	<5	<5	<5	Moderate-term on-the-job training	\$19,275	\$6.26	\$10.77
27-1027	Set and Exhibit Designers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
27-1029	Designers, All Other	40	50	10	25.0%	<5	<5	<5	Bachelor's degree	\$32,352	\$9.55	\$18.55



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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
27-2011	Actors	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-2012	Producers and Directors	50	50	0	0.0%	<5	<5	<5	Bachelor's or higher degree + work experience	\$36,786	\$13.94	\$19.56
27-2021	Athletes and Sports Competitors	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-2022	Coaches and Scouts	260	310	50	19.2%	10	10	20	Long-term on-the-job training	\$30,075	Not Available	Not Available
27-2023	Umpires, Referees, and Other Sports Officials	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-2031	Dancers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-2032	Choreographers	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*
27-2041	Music Directors and Composers	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	\$38,168	\$14.24	\$20.40
27-2042	Musicians and Singers	*	*	*	*	10	10	20	Long-term on-the-job training	*	*	*
27-2099	Entertainers and Performers, Sports and Related Workers, All Other	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-3011	Radio and Television Announcers	70	60	-10	-14.3%	<5	<5	<5	Long-term on-the-job training	\$22,785	\$6.46	\$13.20

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
27-3012	Public Address System and Other Announcers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
27-3021	Broadcast News Analysts	*	*	*	*	<5	<5	<5	Bachelor's or higher degree + work experience	\$30,273	\$10.76	\$16.45
27-3022	Reporters and Correspondents	190	190	0	0.0%	<5	10	10	Bachelor's or higher degree + work experience	\$30,554	\$9.73	\$17.17
27-3031	Public Relations Specialists	410	480	70	17.1%	10	10	20	Bachelor's degree	\$44,880	\$14.31	\$25.21
27-3041	Editors	300	330	30	10.0%	<5	10	10	Bachelor's degree	\$42,588	\$13.42	\$24.00
27-3042	Technical Writers	70	80	10	14.3%	<5	<5	<5	Bachelor's degree	\$45,231	\$17.48	\$23.88
27-3043	Writers and Authors	100	120	20	20.0%	<5	<5	<5	Bachelor's degree	\$38,250	\$10.85	\$22.16
27-3091	Interpreters and Translators	60	70	10	16.7%	<5	<5	<5	Long-term on-the-job training	\$30,645	\$11.13	\$16.54
27-3099	Media and Communication Workers, All Other	30	30	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$40,445	\$10.40	\$23.97
27-4011	Audio and Video Equipment Technicians	50	50	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$35,128	\$9.78	\$20.44
27-4012	Broadcast Technicians	*	*	*	*	<5	<5	<5	Postsecondary vocational training	\$30,619	\$8.91	\$17.63

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SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
27-4014	Sound Engineering Technicians	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
27-4021	Photographers	110	120	10	9.1%	<5	<5	<5	Bachelor's degree	\$28,094	\$6.63	\$16.94
27-4031	Camera Operators, Television, Video, and Motion Picture	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
27-4032	Film and Video Editors	10	10	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*
27-4099	Media and Communication Equipment Workers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
29-0000	Healthcare Practitioners and Technical Occupations	11,590	14,750	3,160	27.3%	320	210	530		\$54,345	\$13.15	\$32.62
29-1011	Chiropractors	100	140	40	40.0%	<5	<5	<5	First professional degree	\$76,377	\$19.55	\$45.30
29-1021	Dentists, General	230	260	30	13.0%	<5	<5	<5	First professional degree	\$155,483	\$46.84	\$88.71
29-1022	Oral and Maxillofacial Surgeons	*	*	*	*	<5	<5	<5	First professional degree	*	*	*
29-1023	Orthodontists	10	10	0	0.0%	<5	<5	<5	First professional degree	*	*	*
29-1024	Prosthodontists	0	0	0	0.0%	<5	<5	<5	First professional degree	*	*	*

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
29-1029	Dentists, All Other Specialists	*	*	*	*	<5	<5	<5	First professional degree	*	*	*
29-1031	Dietitians and Nutritionists	80	100	20	25.0%	<5	<5	<5	Bachelor's degree	\$44,529	\$16.26	\$23.98
29-1041	Optometrists	40	50	10	25.0%	<5	<5	<5	First professional degree	\$108,136	\$35.91	\$60.03
29-1051	Pharmacists	370	460	90	24.3%	10	10	20	First professional degree	\$88,179	\$32.12	\$47.53
29-1061	Anesthesiologists	*	*	*	*	<5	<5	<5	First professional degree	\$191,272	Not Available	Not Available
29-1062	Family and General Practitioners	130	170	40	30.8%	<5	<5	<5	First professional degree	\$148,278	\$48.66	\$82.60
29-1063	Internists, General	130	160	30	23.1%	<5	<5	<5	First professional degree	\$176,553	Not Available	Not Available
29-1064	Obstetricians and Gynecologists	*	*	*	*	<5	<5	<5	First professional degree	\$181,575	Not Available	Not Available
29-1065	Pediatricians, General	*	*	*	*	<5	<5	<5	First professional degree	*	*	*
29-1066	Psychiatrists	20	30	10	50.0%	<5	<5	<5	First professional degree	\$185,167	Not Available	Not Available
29-1067	Surgeons	*	*	*	*	<5	<5	<5	First professional degree	\$183,542	Not Available	Not Available

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29-1069	Physicians and Surgeons, All Other	*	*	*	*	10	<5	10	First professional degree	\$139,636	\$47.37	\$77.01
29-1071	Physician Assistants	110	180	70	63.6%	10	<5	10	Bachelor's degree	*	*	*
29-1081	Podiatrists	10	20	10	100.0%	<5	<5	<5	First professional degree	\$134,403	\$42.29	\$75.78
29-1111	Registered Nurses	3,870	5,120	1,250	32.3%	130	80	210	Associate or Bachelor's degree <sup>(8)</sup>	\$53,212	\$20.38	\$28.18
29-1121	Audiologists	60	60	0	0.0%	<5	<5	<5	Doctoral degree	\$51,501	\$21.69	\$26.29
29-1122	Occupational Therapists	240	330	90	37.5%	10	<5	10	Master's degree	\$55,310	\$20.94	\$29.42
29-1123	Physical Therapists	290	380	90	31.0%	10	<5	10	Master's degree	\$62,584	\$23.24	\$33.51
29-1124	Radiation Therapists	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
29-1125	Recreational Therapists	60	60	0	0.0%	<5	<5	<5	Bachelor's degree	\$32,510	\$10.30	\$18.30
29-1126	Respiratory Therapists	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
29-1127	Speech-Language Pathologists	180	200	20	11.1%	<5	<5	<5	Master's degree	\$49,324	\$17.83	\$26.65

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29-1129	Therapists, All Other	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
29-1131	Veterinarians	140	160	20	14.3%	<5	<5	<5	First professional degree	\$89,790	\$24.53	\$52.49
29-1199	Health Diagnosing and Treating Practitioners, All Other	*	*	*	*	<5	<5	<5	First professional degree	*	*	*
29-2011	Medical and Clinical Laboratory Technologists	270	350	80	29.6%	10	10	20	Bachelor's degree	\$48,585	\$19.06	\$25.50
29-2012	Medical and Clinical Laboratory Technicians	180	230	50	27.8%	10	10	20	Associate degree	\$31,942	\$12.77	\$16.65
29-2021	Dental Hygienists	460	630	170	37.0%	20	<5	20	Associate degree	\$56,739	\$24.34	\$28.75
29-2031	Cardiovascular Technologists and Technicians	50	60	10	20.0%	<5	<5	<5	Associate degree	\$43,101	\$14.04	\$24.06
29-2032	Diagnostic Medical Sonographers	70	90	20	28.6%	<5	<5	<5	Associate degree	\$64,754	\$26.43	\$33.48
29-2033	Nuclear Medicine Technologists	30	40	10	33.3%	<5	<5	<5	Associate degree	\$64,198	\$28.19	\$32.20
29-2034	Radiologic Technologists and Technicians	340	450	110	32.4%	10	10	20	Associate degree	\$43,464	\$18.13	\$22.28
29-2041	Emergency Medical Technicians and Paramedics	690	830	140	20.3%	10	10	20	Postsecondary vocational training	\$22,755	\$7.47	\$12.68

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29-2051	Dietetic Technicians	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$26,993	\$9.07	\$14.93
29-2052	Pharmacy Technicians	490	610	120	24.5%	10	10	20	Moderate-term on-the-job training	\$23,234	\$8.96	\$12.28
29-2053	Psychiatric Technicians	100	110	10	10.0%	<5	<5	<5	Moderate-term on-the-job training	\$34,396	\$14.29	\$17.66
29-2054	Respiratory Therapy Technicians	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
29-2055	Surgical Technologists	*	*	*	*	10	<5	10	Postsecondary vocational training	*	*	*
29-2056	Veterinary Technologists and Technicians	130	170	40	30.8%	<5	<5	<5	Associate degree	\$27,245	\$11.93	\$13.68
29-2061	Licensed Practical and Licensed Vocational Nurses	1,000	1,140	140	14.0%	10	20	30	Postsecondary vocational training	\$35,678	\$14.95	\$18.25
29-2071	Medical Records and Health Information Technicians	290	390	100	34.5%	10	<5	10	Associate degree	\$26,469	\$9.83	\$14.18
29-2081	Opticians, Dispensing	180	200	20	11.1%	<5	<5	<5	Long-term on-the-job training	\$24,748	\$8.89	\$13.40
29-2091	Orthotists and Prosthetists	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
29-2099	Health Technologists and Technicians, All Other	*	*	*	*	10	<5	10	Postsecondary vocational training	*	*	*

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29-9011	Occupational Health and Safety Specialists	60	70	10	16.7%	<5	<5	<5	Bachelor's degree	\$50,620	\$16.50	\$28.25
29-9012	Occupational Health and Safety Technicians	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
29-9091	Athletic Trainers	40	50	10	25.0%	<5	<5	<5	Bachelor's degree	\$40,496	Not Available	Not Available
29-9099	Healthcare Practitioners and Technical Workers, All Other	80	110	30	37.5%	<5	<5	<5	Postsecondary vocational training	\$33,234	\$13.33	\$17.30
31-0000	Healthcare Support Occupations	7,260	9,200	1,940	26.7%	190	110	300		\$24,170	\$9.02	\$12.92
31-1011	Home Health Aides	1,020	1,560	540	52.9%	50	10	60	Short-term on-the-job training	\$18,989	\$7.20	\$10.10
31-1012	Nursing Aides, Orderlies, and Attendants	3,780	4,380	600	15.9%	60	50	110	Postsecondary vocational training	\$23,001	\$9.34	\$11.92
31-1013	Psychiatric Aides	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
31-2011	Occupational Therapist Assistants	70	80	10	14.3%	<5	<5	<5	Associate degree	\$34,621	\$13.86	\$18.04
31-2012	Occupational Therapist Aides	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
31-2021	Physical Therapist Assistants	110	150	40	36.4%	<5	<5	<5	Associate degree	\$37,782	\$14.73	\$19.88



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31-2022	Physical Therapist Aides	60	80	20	33.3%	<5	<5	<5	Short-term on-the-job training	\$24,622	\$9.80	\$12.85
31-9011	Massage Therapists	70	80	10	14.3%	<5	<5	<5	Postsecondary vocational training	\$36,749	\$10.35	\$21.33
31-9091	Dental Assistants	520	720	200	38.5%	20	20	40	Moderate-term on-the-job training	\$32,716	\$11.06	\$18.06
31-9092	Medical Assistants	520	770	250	48.1%	30	10	40	Moderate-term on-the-job training	\$26,756	\$10.88	\$13.86
31-9093	Medical Equipment Preparers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
31-9094	Medical Transcriptionists	360	460	100	27.8%	10	10	20	Postsecondary vocational training	\$27,750	\$11.40	\$14.31
31-9095	Pharmacy Aides	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
31-9096	Veterinary Assistants and Laboratory Animal Caretakers	110	130	20	18.2%	<5	<5	<5	Short-term on-the-job training	\$20,496	\$9.47	\$10.05
31-9099	Healthcare Support Workers, All Other	470	580	110	23.4%	10	10	20	Short-term on-the-job training	\$25,383	\$9.56	\$13.53
33-0000	Protective Service Occupations	4,220	4,530	310	7.3%	30	120	150		\$33,028	\$8.97	\$19.33
33-1011	First-Line Supervisors/Managers of Correctional Officers	70	70	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$51,889	\$21.84	\$26.50

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
**(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)**

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
33-1012	First-Line Supervisors/Managers of Police and Detectives	110	120	10	9.1%	<5	<5	<5	Work experience in a related occupation	\$58,165	\$23.68	\$30.11
33-1021	First-Line Supervisors/Managers of Fire Fighting and Prevention Workers	70	80	10	14.3%	<5	<5	<5	Work experience in a related occupation	\$38,560	\$7.19	\$24.21
33-1099	First-Line Supervisors/Managers, Protective Service Workers, All Other	40	40	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$45,762	\$16.77	\$24.62
33-2011	Fire Fighters	690	790	100	14.5%	10	20	30	Long-term on-the-job training	\$26,114	\$8.22	\$14.72
33-2021	Fire Inspectors and Investigators	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*
33-3011	Bailiffs	20	20	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$20,898	\$8.71	\$10.72
33-3012	Correctional Officers and Jailers	600	600	0	0.0%	<5	10	10	Moderate-term on-the-job training	\$35,716	\$14.63	\$18.44
33-3021	Detectives and Criminal Investigators	140	140	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$49,767	\$20.13	\$25.82
33-3031	Fish and Game Wardens	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
33-3041	Parking Enforcement Workers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
33-3051	Police and Sheriff's Patrol Officers	1,000	1,060	60	6.0%	10	30	40	Long-term on-the-job training	\$43,978	\$16.09	\$23.67

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
33-3052	Transit and Railroad Police	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
33-9011	Animal Control Workers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
33-9021	Private Detectives and Investigators	30	30	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$33,159	\$11.37	\$18.23
33-9031	Gaming Surveillance Officers and Gaming Investigators	30	30	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
33-9032	Security Guards	890	930	40	4.5%	<5	20	20	Short-term on-the-job training	\$20,917	\$7.37	\$11.40
33-9091	Crossing Guards	150	170	20	13.3%	<5	10	10	Short-term on-the-job training	\$21,074	\$6.80	\$11.79
33-9092	Lifeguards, Ski Patrol, and Other Recreational Protective Service Workers	230	270	40	17.4%	<5	20	20	Short-term on-the-job training	\$16,044	\$7.24	\$7.95
33-9099	Protective Service Workers, All Other	100	110	10	10.0%	<5	10	10	Short-term on-the-job training	\$29,099	\$9.59	\$16.19
35-0000	Food Preparation and Serving Related Occupations	23,590	26,980	3,390	14.4%	340	940	1,280		\$16,706	\$5.90	\$9.10
35-1011	Chefs and Head Cooks	360	420	60	16.7%	10	10	20	Postsecondary vocational training	\$25,669	\$9.16	\$13.93
35-1012	First-Line Supervisors/Managers of Food Preparation and Serving Workers	1,510	1,750	240	15.9%	20	40	60	Work experience in a related occupation	\$27,211	\$9.52	\$14.86

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-2011	Cooks, Fast Food	1,020	1,180	160	15.7%	20	30	50	Short-term on-the-job training	\$15,805	\$6.16	\$8.32
35-2012	Cooks, Institution and Cafeteria	810	840	30	3.7%	<5	30	30	Long-term on-the-job training	\$22,715	\$8.68	\$12.04
35-2013	Cooks, Private Household	10	10	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
35-2014	Cooks, Restaurant	1,400	1,620	220	15.7%	20	40	60	Long-term on-the-job training	\$18,893	\$6.93	\$10.16
35-2015	Cooks, Short Order	530	570	40	7.5%	<5	20	20	Short-term on-the-job training	\$15,870	\$5.83	\$8.53
35-2019	Cooks, All Other	*	*	*	*	<5	<5	<5	Long-term on-the-job training	\$24,584	\$10.21	\$12.62
35-2021	Food Preparation Workers	1,510	1,770	260	17.2%	30	50	80	Short-term on-the-job training	\$17,600	\$6.46	\$9.46
35-3011	Bartenders	2,460	2,760	300	12.2%	30	100	130	Short-term on-the-job training	\$16,334	\$6.18	\$8.69
35-2021	Combined Food Preparation and Serving Workers, Including Fast Food	5,020	5,800	780	15.5%	80	220	300	Short-term on-the-job training	\$15,345	\$5.94	\$8.10
35-3022	Counter Attendants, Cafeteria, Food Concession, and Coffee Shop	580	670	90	15.5%	10	40	50	Short-term on-the-job training	\$14,630	\$5.84	\$7.63
35-3031	Waiters and Waitresses	5,000	5,770	770	15.4%	80	260	340	Short-term on-the-job training	\$14,337	\$5.89	\$7.40

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		2004	2014	Change	% Change	New Jobs	Replace-ments <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
35-3041	Food Servers, Nonrestaurant	390	410	20	5.1%	<5	10	10	Short-term on-the-job training	\$19,148	\$7.17	\$10.22
35-9011	Dining Room and Cafeteria Attendants and Bartender Helpers	900	1,020	120	13.3%	10	30	40	Short-term on-the-job training	\$13,525	\$5.90	\$6.81
35-9021	Dishwashers	1,350	1,560	210	15.6%	20	50	70	Short-term on-the-job training	\$14,143	\$5.87	\$7.26
35-9031	Hosts and Hostesses, Restaurant, Lounge, and Coffee Shop	620	720	100	16.1%	10	20	30	Short-term on-the-job training	\$15,490	\$6.08	\$8.13
35-9099	Food Preparation and Serving Related Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$12,879	\$5.79	\$6.39
37-0000	Building and Grounds Cleaning and Maintenance Occupations	9,320	10,850	1,530	16.4%	150	190	340		\$22,152	\$7.24	\$12.35
37-1011	First-Line Supervisors/Managers of Housekeeping and Janitorial Workers	370	430	60	16.2%	10	10	20	Work experience in a related occupation	\$36,845	\$12.17	\$20.48
37-1012	First-Line Supervisors/Managers of Landscaping, Lawn Service, and Groundskeeping Workers	180	210	30	16.7%	<5	<5	<5	Work experience in a related occupation	\$41,947	\$15.22	\$22.64
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	5,050	5,880	830	16.4%	80	100	180	Short-term on-the-job training	\$22,290	\$7.51	\$12.32
37-2012	Maids and Housekeeping Cleaners	2,080	2,360	280	13.5%	30	40	70	Short-term on-the-job training	\$17,145	\$6.85	\$8.94
37-2019	Building Cleaning Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
37-2021	Pest Control Workers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$27,979	\$9.41	\$15.47
37-3011	Landscaping and Groundskeeping Workers	1,520	1,810	290	19.1%	30	30	60	Short-term on-the-job training	\$21,949	\$7.37	\$12.14
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
37-3013	Tree Trimmers and Pruners	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$27,432	\$10.10	\$14.73
37-3019	Grounds Maintenance Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
39-0000	Personal Care and Service Occupations	6,920	8,330	1,410	20.4%	140	160	300		\$19,757	\$6.71	\$10.89
39-1011	Gaming Supervisors	40	50	10	25.0%	<5	<5	<5	Work experience in a related occupation	*	*	*
39-1012	Slot Key Persons	40	50	10	25.0%	<5	<5	<5	Postsecondary vocational training	*	*	*
39-1021	First-Line Supervisors/Managers of Personal Service Workers	270	330	60	22.2%	10	10	20	Work experience in a related occupation	\$31,787	\$11.49	\$17.18
39-2011	Animal Trainers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$23,721	\$9.73	\$12.24
39-2021	Nonfarm Animal Caretakers	*	*	*	*	<5	10	10	Short-term on-the-job training	\$16,527	\$5.90	\$8.97

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
39-3011	Gaming Dealers	90	110	20	22.2%	<5	<5	<5	Postsecondary vocational training	*	*	*
39-3012	Gaming and Sports Book Writers and Runners	20	20	0	0.0%	<5	<5	<5	Short-term on-the-job training	*	*	*
39-3019	Gaming Service Workers, All Other	30	30	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
39-3021	Motion Picture Projectionists	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
39-3031	Ushers, Lobby Attendants, and Ticket Takers	120	120	0	0.0%	<5	10	10	Short-term on-the-job training	\$13,538	\$5.86	\$6.83
39-3091	Amusement and Recreation Attendants	570	660	90	15.8%	10	20	30	Short-term on-the-job training	\$15,901	\$5.98	\$8.48
39-3092	Costume Attendants	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
39-3093	Locker Room, Coatroom, and Dressing Room Attendants	40	40	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$18,616	\$7.26	\$9.80
39-3099	Entertainment Attendants and Related Workers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$19,164	\$7.42	\$10.11
39-4011	Embalmers	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
39-4021	Funeral Attendants	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$25,652	\$9.83	\$13.58

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
39-5011	Barbers	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
39-5012	Hairdressers, Hairstylists, and Cosmetologists	1,140	1,290	150	13.2%	20	20	40	Postsecondary vocational training	\$20,131	\$5.94	\$11.55
39-5092	Manicurists and Pedicurists	40	50	10	25.0%	<5	<5	<5	Postsecondary vocational training	\$18,054	\$6.09	\$9.97
39-5093	Shampooers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
39-5094	Skin Care Specialists	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
39-6011	Baggage Porters and Bellhops	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$13,205	\$5.88	\$6.58
39-6012	Concierges	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
39-6021	Tour Guides and Escorts	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
39-6022	Travel Guides	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
39-6031	Flight Attendants	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
39-6032	Transportation Attendants, Except Flight Attendants and Baggage Porters	40	50	10	25.0%	<5	<5	<5	Short-term on-the-job training	*	*	*



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39-9011	Child Care Workers	1,340	1,610	270	20.1%	30	40	70	Short-term on-the-job training	\$17,640	\$6.82	\$9.31
39-9021	Personal and Home Care Aides	1,270	1,750	480	37.8%	50	20	70	Short-term on-the-job training	\$18,906	\$7.37	\$9.95
39-9031	Fitness Trainers and Aerobics Instructors	450	520	70	15.6%	10	10	20	Postsecondary vocational training	\$21,416	\$7.38	\$11.75
39-9032	Recreation Workers	640	710	70	10.9%	10	20	30	Bachelor's degree	\$19,689	\$6.80	\$10.80
39-9041	Residential Advisors	90	110	20	22.2%	<5	<5	<5	Moderate-term on-the-job training	\$23,750	\$8.59	\$12.83
39-9099	Personal Care and Service Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$18,081	\$7.49	\$9.29
41-0000	Sales and Related Occupations	26,870	29,020	2,150	8.0%	220	900	1,120		\$31,788	\$7.01	\$19.42
41-1011	First-Line Supervisors/Managers of Retail Sales Workers	1,990	2,100	110	5.5%	10	40	50	Work experience in a related occupation	\$36,019	\$11.14	\$20.41
41-1012	First-Line Supervisors/Managers of Non-Retail Sales Workers	510	540	30	5.9%	<5	10	10	Work experience in a related occupation	\$68,212	\$20.93	\$38.73
41-2011	Cashiers	6,550	6,500	-50	-0.8%	<5	320	320	Short-term on-the-job training	\$16,360	\$6.12	\$8.74
41-2012	Gaming Change Persons and Booth Cashiers	50	60	10	20.0%	<5	<5	<5	Short-term on-the-job training	*	*	*

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41-2021	Counter and Rental Clerks	710	850	140	19.7%	10	30	40	Short-term on-the-job training	\$24,416	\$6.41	\$14.40
41-2022	Parts Salespersons	450	420	-30	-6.7%	<5	10	10	Moderate-term on-the-job training	\$29,029	\$10.25	\$15.81
41-2031	Retail Salespersons	8,650	9,840	1,190	13.8%	120	320	440	Short-term on-the-job training	\$24,274	\$6.89	\$14.06
41-3011	Advertising Sales Agents	390	440	50	12.8%	10	10	20	Moderate-term on-the-job training	\$37,594	\$9.28	\$22.47
41-3021	Insurance Sales Agents	490	550	60	12.2%	10	10	20	Bachelor's degree	\$54,323	\$12.77	\$32.79
41-3031	Securities, Commodities, and Financial Services Sales Agents	*	*	*	*	10	10	20	Bachelor's degree	*	*	*
41-3041	Travel Agents	160	150	-10	-6.3%	<5	<5	<5	Postsecondary vocational training	\$26,726	\$8.80	\$14.87
41-3099	Sales Representatives, Services, All Other	630	730	100	15.9%	10	10	20	Moderate-term on-the-job training	\$51,958	\$12.54	\$31.20
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	620	690	70	11.3%	10	20	30	Moderate-term on-the-job training	\$63,817	\$17.13	\$37.46
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3,360	3,760	400	11.9%	40	90	130	Moderate-term on-the-job training	\$56,172	\$15.37	\$32.82
41-9011	Demonstrators and Product Promoters	*	*	*	*	10	<5	10	Moderate-term on-the-job training	\$17,412	\$6.39	\$9.36

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
41-9012	Models	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
41-9021	Real Estate Brokers	50	60	10	20.0%	<5	<5	<5	Postsecondary vocational training	*	*	*
41-9022	Real Estate Sales Agents	80	90	10	12.5%	<5	<5	<5	Postsecondary vocational training	\$45,331	\$13.33	\$26.03
41-9031	Sales Engineers	210	230	20	9.5%	<5	10	10	Bachelor's degree	\$66,717	\$24.41	\$35.91
41-9041	Telemarketers	880	750	-130	-14.8%	<5	10	10	Short-term on-the-job training	\$19,566	\$7.53	\$10.35
41-9091	Door-To-Door Sales Workers, News and Street Vendors, and Related Workers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
41-9099	Sales and Related Workers, All Other	270	320	50	18.5%	10	10	20	Moderate-term on-the-job training	\$36,021	\$12.09	\$19.93
43-0000	Office and Administrative Support Occupations	46,100	47,780	1,680	3.6%	170	1,060	1,230		\$27,888	\$8.95	\$15.64
43-1011	First-Line Supervisors/Managers of Office and Administrative Support Workers	2,480	2,590	110	4.4%	10	50	60	Work experience in a related occupation	\$41,787	\$13.58	\$23.35
43-2011	Switchboard Operators, Including Answering Service	410	360	-50	-12.2%	<5	10	10	Short-term on-the-job training	\$22,437	\$7.81	\$12.27
43-2021	Telephone Operators	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replace-ments <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-2099	Communications Equipment Operators, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
43-3011	Bill and Account Collectors	640	800	160	25.0%	20	10	30	Short-term on-the-job training	\$27,722	\$10.73	\$14.63
43-3021	Billing and Posting Clerks and Machine Operators	1,040	1,040	0	0.0%	<5	20	20	Moderate-term on-the-job training	\$27,020	\$10.60	\$14.19
43-3031	Bookkeeping, Accounting, and Auditing Clerks	4,440	4,640	200	4.5%	20	80	100	Moderate-term on-the-job training	\$28,190	\$9.51	\$15.58
43-3041	Gaming Cage Workers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
43-3051	Payroll and Timekeeping Clerks	460	520	60	13.0%	10	10	20	Moderate-term on-the-job training	\$29,182	\$9.59	\$16.25
43-3061	Procurement Clerks	170	160	-10	-5.9%	<5	<5	<5	Short-term on-the-job training	\$29,803	\$11.56	\$15.71
43-3071	Tellers	1,460	1,620	160	11.0%	20	70	90	Short-term on-the-job training	\$20,531	\$8.79	\$10.41
43-4011	Brokerage Clerks	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
43-4021	Correspondence Clerks	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
43-4031	Court, Municipal, and License Clerks	140	150	10	7.1%	<5	<5	<5	Short-term on-the-job training	\$30,714	\$10.71	\$16.79

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-4041	Credit Authorizers, Checkers, and Clerks	90	50	-40	-44.4%	<5	<5	<5	Short-term on-the-job training	\$27,765	\$9.06	\$15.49
43-4051	Customer Service Representatives	4,670	5,490	820	17.6%	80	70	150	Moderate-term on-the-job training	\$29,010	\$9.59	\$16.12
43-4061	Eligibility Interviewers, Government Programs	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
43-4071	File Clerks	400	240	-160	-40.0%	<5	10	10	Short-term on-the-job training	\$24,961	\$9.00	\$13.50
43-4081	Hotel, Motel, and Resort Desk Clerks	350	400	50	14.3%	10	20	30	Short-term on-the-job training	\$17,378	\$7.41	\$8.83
43-4111	Interviewers, Except Eligibility and Loan	310	390	80	25.8%	10	10	20	Short-term on-the-job training	\$24,521	\$8.75	\$13.31
43-4121	Library Assistants, Clerical	160	160	0	0.0%	<5	10	10	Short-term on-the-job training	\$21,828	\$7.20	\$12.14
43-4131	Loan Interviewers and Clerks	380	370	-10	-2.6%	<5	10	10	Short-term on-the-job training	\$27,594	\$11.13	\$14.33
43-4141	New Accounts Clerks	180	190	10	5.6%	<5	10	10	Work experience in a related occupation	\$28,198	\$11.76	\$14.46
43-4151	Order Clerks	1,010	860	-150	-14.9%	<5	20	20	Short-term on-the-job training	\$24,944	\$8.97	\$13.51
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	380	430	50	13.2%	10	10	20	Short-term on-the-job training	\$31,267	\$11.74	\$16.68

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-4171	Receptionists and Information Clerks	2,480	2,910	430	17.3%	40	60	100	Short-term on-the-job training	\$23,106	\$8.36	\$12.48
43-4181	Reservation and Transportation Ticket Agents and Travel Clerks	90	90	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$20,572	\$7.47	\$11.10
43-4199	Information and Record Clerks, All Other	400	400	0	0.0%	<5	10	10	Short-term on-the-job training	\$28,761	\$8.93	\$16.28
43-5011	Cargo and Freight Agents	80	70	-10	-12.5%	<5	<5	<5	Moderate-term on-the-job training	\$39,096	\$11.82	\$22.29
43-5021	Couriers and Messengers	230	210	-20	-8.7%	<5	10	10	Short-term on-the-job training	\$20,215	\$7.06	\$11.05
43-5031	Police, Fire, and Ambulance Dispatchers	140	150	10	7.1%	<5	<5	<5	Moderate-term on-the-job training	\$31,681	\$11.70	\$17.00
43-5032	Dispatchers, Except Police, Fire, and Ambulance	360	380	20	5.6%	<5	10	10	Moderate-term on-the-job training	\$33,759	\$11.15	\$18.77
43-5041	Meter Readers, Utilities	60	30	-30	-50.0%	<5	<5	<5	Short-term on-the-job training	\$26,790	\$9.59	\$14.52
43-5051	Postal Service Clerks	110	110	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$45,168	\$17.12	\$24.01
43-5052	Postal Service Mail Carriers	630	630	0	0.0%	<5	20	20	Short-term on-the-job training	\$42,934	\$15.03	\$23.45
43-5053	Postal Service Mail Sorters, Processors, and Processing Machine Operators	350	350	0	0.0%	<5	10	10	Short-term on-the-job training	\$40,316	\$12.60	\$22.77

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-5061	Production, Planning, and Expediting Clerks	850	880	30	3.5%	<5	20	20	Short-term on-the-job training	\$38,244	\$13.95	\$20.61
43-5071	Shipping, Receiving, and Traffic Clerks	1,830	1,860	30	1.6%	<5	40	40	Short-term on-the-job training	\$27,487	\$9.50	\$15.07
43-5081	Stock Clerks and Order Fillers	3,330	3,030	-300	-9.0%	<5	120	120	Short-term on-the-job training	\$22,077	\$7.09	\$12.38
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	240	210	-30	-12.5%	<5	10	<5	Short-term on-the-job training	\$30,188	\$10.48	\$16.53
43-6011	Executive Secretaries and Administrative Assistants	3,020	3,340	320	10.6%	30	60	90	Moderate-term on-the-job training	\$32,254	\$11.32	\$17.60
43-6012	Legal Secretaries	300	340	40	13.3%	<5	10	10	Postsecondary vocational training	\$27,954	\$11.05	\$14.63
43-6013	Medical Secretaries	470	540	70	14.9%	10	10	20	Postsecondary vocational training	\$29,818	\$11.13	\$15.94
43-6014	Secretaries, Except Legal, Medical, and Executive	4,040	3,840	-200	-5.0%	<5	80	80	Moderate-term on-the-job training	\$26,745	\$9.76	\$14.40
43-9011	Computer Operators	220	140	-80	-36.4%	<5	10	10	Moderate-term on-the-job training	\$36,205	\$13.05	\$19.58
43-9021	Data Entry Keyers	610	600	-10	-1.6%	<5	10	10	Moderate-term on-the-job training	\$24,082	\$9.21	\$12.76
43-9022	Word Processors and Typists	240	200	-40	-16.7%	<5	10	10	Moderate-term on-the-job training	\$28,575	\$10.73	\$15.24

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
43-9031	Desktop Publishers	120	150	30	25.0%	<5	<5	<5	Postsecondary vocational training	\$32,282	\$11.18	\$17.69
43-9041	Insurance Claims and Policy Processing Clerks	610	650	40	6.6%	<5	10	10	Moderate-term on-the-job training	\$29,379	\$10.94	\$15.72
43-9051	Mail Clerks and Mail Machine Operators, Except Postal Service	390	240	-150	-38.5%	<5	10	10	Short-term on-the-job training	\$23,526	\$8.48	\$12.72
43-9061	Office Clerks, General	4,670	4,920	250	5.4%	30	100	130	Short-term on-the-job training	\$23,089	\$8.05	\$12.63
43-9071	Office Machine Operators, Except Computer	180	140	-40	-22.2%	<5	10	10	Short-term on-the-job training	\$27,057	\$10.12	\$14.45
43-9081	Proofreaders and Copy Markers	60	60	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$24,679	\$8.20	\$13.70
43-9111	Statistical Assistants	20	20	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$34,004	\$11.61	\$18.72
43-9199	Office and Administrative Support Workers, All Other	570	610	40	7.0%	<5	10	10	Short-term on-the-job training	\$24,091	\$8.74	\$13.00
45-0000	Farming, Fishing, and Forestry Occupations	350	380	30	8.6%	<5	10	10		\$28,158	\$8.43	\$16.09
45-1011	First-Line Supervisors/Managers of Farming, Fishing, and Forestry Workers	30	30	0	0.0%	<5	<5	<5	Work experience in a related occupation	\$42,194	\$12.58	\$24.14
45-2011	Agricultural Inspectors	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*



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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
45-2021	Animal Breeders	10	10	0	0.0%	<5	<5	<5	Associate degree	*	*	*
45-2041	Graders and Sorters, Agricultural Products	*	*	*	*	<5	<5	<5	Work experience in a related occupation	\$24,682	\$7.29	\$14.16
45-2091	Agricultural Equipment Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
45-2092	Farmworkers and Laborers, Crop, Nursery, and Greenhouse	50	50	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$19,142	\$7.49	\$10.06
45-2093	Farmworkers, Farm and Ranch Animals	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
45-2099	Agricultural Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
45-3011	Fishers and Related Fishing Workers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
45-4011	Forest and Conservation Workers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$30,321	\$9.54	\$17.10
45-4021	Fallers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
45-4022	Logging Equipment Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
45-4023	Log Graders and Scalers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
45-4029	Logging Workers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-0000	Construction and Extraction Occupations	14,230	16,690	2,460	17.3%	250	280	530		\$41,032	\$12.96	\$23.11
47-1011	First-Line Supervisors/Managers of Construction Trades and Extraction Workers	1,060	1,260	200	18.9%	20	20	40	Work experience in a related occupation	\$59,993	\$20.13	\$33.20
47-2011	Boilermakers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-2021	Brickmasons and Blockmasons	400	490	90	22.5%	10	10	20	Long-term on-the-job training	\$45,038	\$16.40	\$24.28
47-2022	Stonemasons	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-2031	Carpenters	2,600	3,120	520	20.0%	50	40	90	Long-term on-the-job training	\$40,141	\$13.29	\$22.30
47-2041	Carpet Installers	100	110	10	10.0%	<5	<5	<5	Moderate-term on-the-job training	\$33,766	\$10.03	\$19.33
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	50	60	10	20.0%	<5	<5	<5	Moderate-term on-the-job training	\$32,931	\$9.58	\$18.96
47-2043	Floor Sanders and Finishers	20	20	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-2044	Tile and Marble Setters	50	70	20	40.0%	<5	<5	<5	Long-term on-the-job training	\$35,830	\$14.54	\$18.57

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
47-2051	Cement Masons and Concrete Finishers	530	660	130	24.5%	10	10	20	Moderate-term on-the-job training	\$34,470	\$10.93	\$19.39
47-2053	Terrazzo Workers and Finishers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-2061	Construction Laborers	1,640	1,790	150	9.1%	20	20	40	Moderate-term on-the-job training	\$34,912	\$12.87	\$18.74
47-2071	Paving, Surfacing, and Tamping Equipment Operators	100	120	20	20.0%	<5	<5	<5	Moderate-term on-the-job training	\$39,594	\$14.96	\$21.07
47-2072	Pile-Driver Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-2073	Operating Engineers and Other Construction Equipment Operators	750	840	90	12.0%	10	20	30	Moderate-term on-the-job training	\$46,459	\$17.02	\$24.99
47-2081	Drywall and Ceiling Tile Installers	150	160	10	6.7%	<5	<5	<5	Moderate-term on-the-job training	\$40,259	\$15.25	\$21.41
47-2082	Tapers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-2111	Electricians	1,930	2,210	280	14.5%	30	40	70	Long-term on-the-job training	\$44,188	\$15.18	\$24.28
47-2121	Glaziers	60	80	20	33.3%	<5	<5	<5	Long-term on-the-job training	\$38,138	\$13.20	\$20.90
47-2131	Insulation Workers, Floor, Ceiling, and Wall	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
47-2132	Insulation Workers, Mechanical	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-2141	Painters, Construction and Maintenance	410	490	80	19.5%	10	10	20	Moderate-term on-the-job training	\$36,948	\$14.00	\$19.64
47-2142	Paperhangers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$32,563	\$14.95	\$16.01
47-2151	Pipelayers	40	40	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$44,439	\$18.05	\$23.02
47-2152	Plumbers, Pipefitters, and Steamfitters	1,270	1,530	260	20.5%	30	30	60	Long-term on-the-job training	\$48,117	\$16.56	\$26.42
47-2161	Plasterers and Stucco Masons	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-2171	Reinforcing Iron and Rebar Workers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-2181	Roofers	280	350	70	25.0%	10	10	20	Moderate-term on-the-job training	\$34,362	\$12.03	\$18.77
47-2211	Sheet Metal Workers	610	720	110	18.0%	10	20	30	Long-term on-the-job training	\$42,352	\$14.75	\$23.17
47-2221	Structural Iron and Steel Workers	250	310	60	24.0%	10	10	20	Long-term on-the-job training	\$42,933	\$13.91	\$24.00
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	*	*	*	*	<5	10	10	Short-term on-the-job training	\$34,099	\$11.48	\$18.85

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
47-3012	Helpers--Carpenters	180	230	50	27.8%	10	10	20	Short-term on-the-job training	\$21,632	\$7.57	\$11.82
47-3013	Helpers--Electricians	*	*	*	*	<5	10	10	Short-term on-the-job training	*	*	*
47-3014	Helpers--Painters, Paperhangers, Plasterers, and Stucco Masons	30	30	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$28,673	\$8.54	\$16.41
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$22,122	\$7.92	\$11.99
47-3016	Helpers--Roofers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
47-3019	Helpers, Construction Trades, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	\$28,250	\$11.44	\$14.65
47-4011	Construction and Building Inspectors	120	140	20	16.7%	<5	<5	<5	Work experience in a related occupation	\$38,316	\$12.02	\$21.62
47-4021	Elevator Installers and Repairers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
47-4031	Fence Erectors	20	30	10	50.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-4041	Hazardous Materials Removal Workers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$43,460	\$14.70	\$23.99
47-4051	Highway Maintenance Workers	460	520	60	13.0%	10	10	20	Moderate-term on-the-job training	\$31,076	\$9.08	\$17.87

**Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections**  
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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
47-4061	Rail-Track Laying and Maintenance Equipment Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-4071	Septic Tank Servicers and Sewer Pipe Cleaners	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$32,751	\$9.93	\$18.65
47-4091	Segmental Pavers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-4099	Construction and Related Workers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$29,286	\$9.79	\$16.22
47-5012	Rotary Drill Operators, Oil and Gas	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-5021	Earth Drillers, Except Oil and Gas	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$41,148	\$13.64	\$22.85
47-5031	Explosives Workers, Ordnance Handling Experts, and Blasters	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-5041	Continuous Mining Machine Operators	20	20	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-5042	Mine Cutting and Channeling Machine Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-5051	Rock Splitters, Quarry	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
47-5081	Helpers--Extraction Workers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*

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47-5099	Extraction Workers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-0000	Installation, Maintenance, and Repair Occupations	12,520	13,740	1,220	9.7%	120	280	400		\$38,425	\$12.15	\$21.64
49-1011	First-Line Supervisors/Managers of Mechanics, Installers, and Repairers	1,020	1,110	90	8.8%	10	30	40	Work experience in a related occupation	\$54,391	\$18.51	\$29.97
49-2011	Computer, Automated Teller, and Office Machine Repairers	160	170	10	6.3%	<5	<5	<5	Postsecondary vocational training	\$36,031	\$13.97	\$19.00
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	*	*	*	*	<5	10	10	Postsecondary vocational training	*	*	*
49-2091	Avionics Technicians	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
49-2092	Electric Motor, Power Tool, and Related Repairers	50	60	10	20.0%	<5	<5	<5	Postsecondary vocational training	\$36,314	\$15.40	\$18.49
49-2093	Electrical and Electronics Installers and Repairers, Transportation Equipment	*	*	*	*	<5	<5	<5	Postsecondary vocational training	\$39,027	\$16.74	\$19.78
49-2094	Electrical and Electronics Repairers, Commercial and Industrial Equipment	120	120	0	0.0%	<5	<5	<5	Postsecondary vocational training	\$40,837	\$14.91	\$21.99
49-2095	Electrical and Electronics Repairers, Powerhouse, Substation, and Relay	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*
49-2096	Electronic Equipment Installers and Repairers, Motor Vehicles	*	*	*	*	<5	<5	<5	Postsecondary vocational training	*	*	*

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49-2097	Electronic Home Entertainment Equipment Installers and Repairers	*	*	*	*	<5	<5	<5	Postsecondary vocational training	\$31,556	\$11.22	\$17.14
49-2098	Security and Fire Alarm Systems Installers	40	40	0	0.0%	<5	<5	<5	Postsecondary vocational training	\$34,889	\$13.25	\$18.54
49-3011	Aircraft Mechanics and Service Technicians	*	*	*	*	10	10	20	Postsecondary vocational training	*	*	*
49-3021	Automotive Body and Related Repairers	410	430	20	4.9%	<5	10	10	Long-term on-the-job training	\$38,295	\$13.33	\$20.95
49-3022	Automotive Glass Installers and Repairers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
49-3023	Automotive Service Technicians and Mechanics	1,570	1,790	220	14.0%	20	40	60	Postsecondary vocational training	\$33,084	\$9.88	\$18.92
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	510	580	70	13.7%	10	10	20	Postsecondary vocational training	\$34,563	\$12.16	\$18.84
49-3041	Farm Equipment Mechanics	160	170	10	6.3%	<5	<5	<5	Postsecondary vocational training	\$30,919	\$11.18	\$16.71
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	190	220	30	15.8%	<5	<5	<5	Postsecondary vocational training	\$37,413	\$14.05	\$19.95
49-3043	Rail Car Repairers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
49-3051	Motorboat Mechanics	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*



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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
49-3052	Motorcycle Mechanics	50	50	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$35,590	\$12.04	\$19.64
49-3053	Outdoor Power Equipment and Other Small Engine Mechanics	90	90	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$26,516	\$8.97	\$14.64
49-3091	Bicycle Repairers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-3092	Recreational Vehicle Service Technicians	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
49-3093	Tire Repairers and Changers	130	140	10	7.7%	<5	10	10	Short-term on-the-job training	\$20,946	\$8.10	\$11.06
49-9011	Mechanical Door Repairers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$43,474	\$15.33	\$23.69
49-9012	Control and Valve Installers and Repairers, Except Mechanical Door	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$29,161	\$9.55	\$16.25
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	760	1,000	240	31.6%	20	10	30	Long-term on-the-job training	\$44,518	\$14.59	\$24.81
49-9031	Home Appliance Repairers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	\$32,101	\$12.71	\$16.79
49-9041	Industrial Machinery Mechanics	1,000	990	-10	-1.0%	<5	20	20	Long-term on-the-job training	\$42,931	\$17.10	\$22.41
49-9042	Maintenance and Repair Workers, General	2,990	3,230	240	8.0%	20	60	80	Long-term on-the-job training	\$37,195	\$12.76	\$20.44

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
49-9043	Maintenance Workers, Machinery	330	320	-10	-3.0%	<5	10	10	Short-term on-the-job training	\$34,172	\$10.36	\$19.46
49-9044	Millwrights	300	320	20	6.7%	<5	10	10	Long-term on-the-job training	\$46,513	\$17.59	\$24.75
49-9045	Refractory Materials Repairers, Except Brickmasons	20	20	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$42,785	\$19.85	\$20.93
49-9051	Electrical Power-Line Installers and Repairers	140	140	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$48,260	\$18.47	\$25.57
49-9052	Telecommunications Line Installers and Repairers	430	530	100	23.3%	10	10	20	Long-term on-the-job training	\$32,500	\$11.56	\$17.66
49-9061	Camera and Photographic Equipment Repairers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-9062	Medical Equipment Repairers	*	*	*	*	<5	<5	<5	Associate degree	*	*	*
49-9063	Musical Instrument Repairers and Tuners	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
49-9064	Watch Repairers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
49-9069	Precision Instrument and Equipment Repairers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-9091	Coin, Vending, and Amusement Machine Servicers and Repairers	120	120	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$35,731	\$15.18	\$18.18

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49-9092	Commercial Divers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-9094	Locksmiths and Safe Repairers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-9095	Manufactured Building and Mobile Home Installers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
49-9096	Riggers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
49-9098	Helpers--Installation, Maintenance, and Repair Workers	280	320	40	14.3%	<5	10	10	Short-term on-the-job training	\$23,247	\$8.47	\$12.53
49-9099	Installation, Maintenance, and Repair Workers, All Other	520	570	50	9.6%	10	10	20	Moderate-term on-the-job training	\$33,296	\$11.28	\$18.37
51-0000	Production Occupations	42,970	42,800	-170	-0.4%	<5	1,020	1,020		\$32,248	\$10.07	\$18.22
51-1011	First-Line Supervisors/Managers of Production and Operating Workers	2,780	2,850	70	2.5%	10	60	70	Work experience in a related occupation	\$50,099	\$16.53	\$27.86
51-2011	Aircraft Structure, Surfaces, Rigging, and Systems Assemblers	30	30	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
51-2021	Coil Winders, Tapers, and Finishers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-2022	Electrical and Electronic Equipment Assemblers	*	*	*	*	<5	20	20	Short-term on-the-job training	*	*	*

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51-2023	Electromechanical Equipment Assemblers	150	130	-20	-13.3%	<5	<5	<5	Short-term on-the-job training	\$32,631	\$10.30	\$18.38
51-2031	Engine and Other Machine Assemblers	400	390	-10	-2.5%	<5	10	10	Short-term on-the-job training	\$42,993	\$16.36	\$22.82
51-2041	Structural Metal Fabricators and Fitters	450	470	20	4.4%	<5	10	10	Moderate-term on-the-job training	\$35,882	\$11.72	\$20.02
51-2091	Fiberglass Laminators and Fabricators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$25,160	\$10.20	\$13.04
51-2092	Team Assemblers	4,360	4,650	290	6.7%	30	110	140	Moderate-term on-the-job training	\$28,571	\$8.66	\$16.27
51-2093	Timing Device Assemblers, Adjusters, and Calibrators	0	0	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-2099	Assemblers and Fabricators, All Other	1,100	1,120	20	1.8%	<5	30	30	Moderate-term on-the-job training	\$31,375	\$8.40	\$18.42
51-3011	Bakers	460	510	50	10.9%	10	10	20	Long-term on-the-job training	\$23,195	\$8.19	\$12.63
51-3021	Butchers and Meat Cutters	320	340	20	6.3%	<5	10	10	Long-term on-the-job training	\$30,171	\$10.90	\$16.31
51-3022	Meat, Poultry, and Fish Cutters and Trimmers	100	120	20	20.0%	<5	<5	<5	Short-term on-the-job training	\$21,340	\$8.62	\$11.08
51-3023	Slaughterers and Meat Packers	*	*	*	*	10	10	20	Moderate-term on-the-job training	\$23,358	\$9.26	\$12.21

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51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-3092	Food Batchmakers	430	430	0	0.0%	<5	10	10	Short-term on-the-job training	\$28,733	\$10.08	\$15.68
51-3093	Food Cooking Machine Operators and Tenders	140	130	-10	-7.1%	<5	<5	<5	Short-term on-the-job training	\$35,046	\$10.76	\$19.89
51-4011	Computer-Controlled Machine Tool Operators, Metal and Plastic	1,030	990	-40	-3.9%	<5	20	20	Moderate-term on-the-job training	\$36,486	\$13.05	\$19.79
51-4012	Numerical Tool and Process Control Programmers	80	80	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$46,323	\$17.26	\$24.77
51-4021	Extruding and Drawing Machine Setters, Operators, and Tenders, Metal and Plastic	320	280	-40	-12.5%	<5	10	10	Moderate-term on-the-job training	\$31,968	\$10.75	\$17.68
51-4022	Forging Machine Setters, Operators, and Tenders, Metal and Plastic	190	210	20	10.5%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-4023	Rolling Machine Setters, Operators, and Tenders, Metal and Plastic	90	90	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$32,463	\$12.11	\$17.36
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1,040	890	-150	-14.4%	<5	20	20	Moderate-term on-the-job training	\$29,763	\$10.34	\$16.30
51-4032	Drilling and Boring Machine Tool Setters, Operators, and Tenders, Metal and Plastic	290	270	-20	-6.9%	<5	10	10	Moderate-term on-the-job training	\$29,615	\$10.05	\$16.33
51-4033	Grinding, Lapping, Polishing, and Buffing Machine Tool Setters, Operators, and Tenders, Metal and Plastic	780	720	-60	-7.7%	<5	20	20	Moderate-term on-the-job training	\$36,178	\$12.40	\$19.89

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51-4034	Lathe and Turning Machine Tool Setters, Operators, and Tenders, Metal and Plastic	360	320	-40	-11.1%	<5	10	10	Moderate-term on-the-job training	\$32,625	\$11.54	\$17.76
51-4035	Milling and Planing Machine Setters, Operators, and Tenders, Metal and Plastic	140	140	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$37,170	\$14.64	\$19.48
51-4041	Machinists	1,460	1,530	70	4.8%	10	30	40	Long-term on-the-job training	\$36,616	\$13.87	\$19.47
51-4051	Metal-Refining Furnace Operators and Tenders	150	140	-10	-6.7%	<5	<5	<5	Moderate-term on-the-job training	\$37,309	\$15.29	\$19.26
51-4052	Pourers and Casters, Metal	180	170	-10	-5.6%	<5	<5	<5	Moderate-term on-the-job training	\$36,697	\$14.01	\$19.46
51-4061	Model Makers, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-4062	Patternmakers, Metal and Plastic	70	70	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$44,485	\$15.17	\$24.50
51-4071	Foundry Mold and Coremakers	280	280	0	0.0%	<5	10	10	Moderate-term on-the-job training	\$33,775	\$13.30	\$17.71
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1,130	1,090	-40	-3.5%	<5	30	30	Moderate-term on-the-job training	\$34,718	\$12.12	\$18.98
51-4081	Multiple Machine Tool Setters, Operators, and Tenders, Metal and Plastic	440	460	20	4.5%	<5	10	10	Moderate-term on-the-job training	\$36,113	\$13.17	\$19.46
51-4111	Tool and Die Makers	480	470	-10	-2.1%	<5	10	10	Long-term on-the-job training	\$41,351	\$14.84	\$22.40

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51-4121	Welders, Cutters, Solderers, and Brazers	1,210	1,260	50	4.1%	10	30	40	Postsecondary vocational training	\$34,331	\$12.31	\$18.60
51-4122	Welding, Soldering, and Brazing Machine Setters, Operators, and Tenders	230	220	-10	-4.3%	<5	10	10	Moderate-term on-the-job training	\$26,820	\$8.96	\$14.86
51-4191	Heat Treating Equipment Setters, Operators, and Tenders, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-4192	Lay-Out Workers, Metal and Plastic	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-4193	Plating and Coating Machine Setters, Operators, and Tenders, Metal and Plastic	150	150	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$26,410	\$8.49	\$14.80
51-4194	Tool Grinders, Filers, and Sharpeners	100	90	-10	-10.0%	<5	<5	<5	Moderate-term on-the-job training	\$31,223	\$11.57	\$16.73
51-4199	Metal Workers and Plastic Workers, All Other	*	*	*	*	<5	10	10	Moderate-term on-the-job training	\$35,397	\$12.03	\$19.51
51-5011	Bindery Workers	710	750	40	5.6%	<5	20	20	Moderate-term on-the-job training	\$30,326	\$9.87	\$16.94
51-5012	Bookbinders	60	60	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$28,879	\$8.47	\$16.59
51-5021	Job Printers	250	280	30	12.0%	<5	10	10	Long-term on-the-job training	\$31,021	\$9.97	\$17.38
51-5022	Prepress Technicians and Workers	450	420	-30	-6.7%	<5	10	10	Postsecondary vocational training	\$35,814	\$12.64	\$19.51

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-5023	Printing Machine Operators	1,390	1,450	60	4.3%	10	30	40	Moderate-term on-the-job training	\$37,524	\$13.28	\$20.42
51-6011	Laundry and Dry-Cleaning Workers	380	420	40	10.5%	<5	10	10	Moderate-term on-the-job training	\$20,380	\$7.65	\$10.87
51-6021	Pressers, Textile, Garment, and Related Materials	100	100	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$19,691	\$8.07	\$10.17
51-6031	Sewing Machine Operators	500	420	-80	-16.0%	<5	10	10	Moderate-term on-the-job training	\$20,764	\$7.79	\$11.08
51-6041	Shoe and Leather Workers and Repairers	10	10	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
51-6042	Shoe Machine Operators and Tenders	20	10	-10	-50.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-6051	Sewers, Hand	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-6052	Tailors, Dressmakers, and Custom Sewers	*	*	*	*	<5	<5	<5	Work experience in a related occupation	\$20,115	\$9.43	\$9.79
51-6061	Textile Bleaching and Dyeing Machine Operators and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-6062	Textile Cutting Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$26,091	\$10.13	\$13.75
51-6063	Textile Knitting and Weaving Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*



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51-6064	Textile Winding, Twisting, and Drawing Out Machine Setters, Operators, and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$37,294	\$13.71	\$20.04
51-6091	Extruding and Forming Machine Setters, Operators, and Tenders, Synthetic and Glass Fibers	80	70	-10	-12.5%	<5	<5	<5	Moderate-term on-the-job training	\$35,585	\$12.90	\$19.21
51-6092	Fabric and Apparel Patternmakers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-6093	Upholsterers	50	40	-10	-20.0%	<5	<5	<5	Long-term on-the-job training	\$30,869	\$10.05	\$17.23
51-6099	Textile, Apparel, and Furnishings Workers, All Other	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
51-7011	Cabinetmakers and Bench Carpenters	280	280	0	0.0%	<5	10	10	Long-term on-the-job training	\$33,916	\$11.17	\$18.87
51-7021	Furniture Finishers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-7031	Model Makers, Wood	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-7032	Patternmakers, Wood	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-7041	Sawing Machine Setters, Operators, and Tenders, Wood	180	160	-20	-11.1%	<5	10	10	Moderate-term on-the-job training	\$27,935	\$11.20	\$14.55
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	270	250	-20	-7.4%	<5	10	10	Moderate-term on-the-job training	\$27,167	\$10.18	\$14.50

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51-7099	Woodworkers, All Other	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$20,363	\$8.04	\$10.67
51-8011	Nuclear Power Reactor Operators	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-8012	Power Distributors and Dispatchers	20	20	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
51-8013	Power Plant Operators	80	70	-10	-12.5%	<5	<5	<5	Long-term on-the-job training	\$47,436	\$15.50	\$26.46
51-8021	Stationary Engineers and Boiler Operators	80	70	-10	-12.5%	<5	<5	<5	Long-term on-the-job training	\$44,455	\$16.84	\$23.64
51-8031	Water and Liquid Waste Treatment Plant and System Operators	220	230	10	4.5%	<5	10	10	Long-term on-the-job training	\$39,160	\$13.64	\$21.42
51-8091	Chemical Plant and System Operators	70	60	-10	-14.3%	<5	<5	<5	Long-term on-the-job training	\$42,054	\$17.02	\$21.82
51-8092	Gas Plant Operators	0	0	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
51-8093	Petroleum Pump System Operators, Refinery Operators, and Gaugers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-8099	Plant and System Operators, All Other	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-9011	Chemical Equipment Operators and Tenders	70	70	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$37,211	\$15.06	\$19.31

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		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	240	230	-10	-4.2%	<5	10	10	Moderate-term on-the-job training	\$40,440	\$12.53	\$22.90
51-9021	Crushing, Grinding, and Polishing Machine Setters, Operators, and Tenders	200	200	0	0.0%	<5	10	10	Moderate-term on-the-job training	\$31,306	\$10.26	\$17.44
51-9022	Grinding and Polishing Workers, Hand	230	200	-30	-13.0%	<5	10	10	Moderate-term on-the-job training	\$28,017	\$9.30	\$15.56
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	500	500	0	0.0%	<5	10	10	Moderate-term on-the-job training	\$30,780	\$10.41	\$16.99
51-9031	Cutters and Trimmers, Hand	50	50	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$23,532	\$7.98	\$12.98
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	670	660	-10	-1.5%	<5	10	10	Moderate-term on-the-job training	\$31,907	\$10.65	\$17.68
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	240	240	0	0.0%	<5	10	10	Moderate-term on-the-job training	\$29,728	\$11.77	\$15.56
51-9051	Furnace, Kiln, Oven, Drier, and Kettle Operators and Tenders	100	100	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$35,491	\$12.74	\$19.23
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2,410	2,560	150	6.2%	20	60	80	Moderate-term on-the-job training	\$28,421	\$9.94	\$15.53
51-9071	Jewelers and Precious Stone and Metal Workers	30	40	10	33.3%	<5	<5	<5	Postsecondary vocational training	\$40,924	\$13.49	\$22.77
51-9081	Dental Laboratory Technicians	40	50	10	25.0%	<5	<5	<5	Long-term on-the-job training	\$32,692	\$11.79	\$17.68

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51-9082	Medical Appliance Technicians	10	10	0	0.0%	<5	<5	<5	Long-term on-the-job training	*	*	*
51-9083	Ophthalmic Laboratory Technicians	50	50	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$29,415	\$11.23	\$15.60
51-9111	Packaging and Filling Machine Operators and Tenders	2,010	1,910	-100	-5.0%	<5	40	40	Short-term on-the-job training	\$29,153	\$10.39	\$15.83
51-9121	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	600	570	-30	-5.0%	<5	20	20	Moderate-term on-the-job training	\$32,684	\$11.39	\$17.88
51-9122	Painters, Transportation Equipment	260	290	30	11.5%	<5	10	10	Long-term on-the-job training	\$36,974	\$13.86	\$19.73
51-9123	Painting, Coating, and Decorating Workers	100	100	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$23,633	\$9.15	\$12.47
51-9131	Photographic Process Workers	60	50	-10	-16.7%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-9132	Photographic Processing Machine Operators	140	90	-50	-35.7%	<5	<5	<5	Short-term on-the-job training	\$19,596	\$7.61	\$10.33
51-9141	Semiconductor Processors	10	10	0	0.0%	<5	<5	<5	Associate degree	*	*	*
51-9191	Cementing and Gluing Machine Operators and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	\$33,214	\$12.91	\$17.50
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	40	40	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	\$32,715	\$10.95	\$18.12

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51-9193	Cooling and Freezing Equipment Operators and Tenders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-9194	Etchers and Engravers	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	70	60	-10	-14.3%	<5	<5	<5	Moderate-term on-the-job training	\$31,382	\$11.18	\$17.04
51-9196	Paper Goods Machine Setters, Operators, and Tenders	2,610	2,560	-50	-1.9%	<5	60	60	Moderate-term on-the-job training	\$34,051	\$11.37	\$18.87
51-9197	Tire Builders	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
51-9198	Helpers--Production Workers	2,520	2,630	110	4.4%	10	70	80	Short-term on-the-job training	\$25,054	\$7.99	\$14.08
51-9199	Production Workers, All Other	1,080	950	-130	-12.0%	<5	30	30	Moderate-term on-the-job training	\$27,871	\$8.86	\$15.67
53-0000	Transportation and Material Moving Occupations	23,160	25,180	2,020	8.7%	200	510	710		\$29,072	\$8.30	\$16.81
53-1011	Aircraft Cargo Handling Supervisors	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*
53-1021	First-Line Supervisors/Managers of Helpers, Laborers, and Material Movers, Hand	450	480	30	6.7%	<5	10	10	Work experience in a related occupation	\$43,895	\$14.53	\$24.39
53-1031	First-Line Supervisors/Managers of Transportation and Material-Moving Machine and Vehicle Operators	470	540	70	14.9%	10	10	20	Work experience in a related occupation	\$45,599	\$13.40	\$26.18

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53-2011	Airline Pilots, Copilots, and Flight Engineers	*	*	*	*	<5	<5	<5	Bachelor's degree	*	*	*
53-2012	Commercial Pilots	70	80	10	14.3%	<5	<5	<5	Postsecondary vocational training	\$57,354	Not Available	Not Available
53-2021	Air Traffic Controllers	10	10	0	0.0%	<5	<5	<5	Bachelor's degree	*	*	*
53-2022	Airfield Operations Specialists	*	*	*	*	<5	<5	<5	Long-term on-the-job training	*	*	*
53-3011	Ambulance Drivers and Attendants, Except Emergency Medical Technicians	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-3021	Bus Drivers, Transit and Intercity	210	250	40	19.0%	<5	10	10	Moderate-term on-the-job training	\$21,401	\$6.20	\$12.33
53-3022	Bus Drivers, School	840	1,000	160	19.0%	20	20	40	Short-term on-the-job training	\$24,722	\$8.77	\$13.45
53-3031	Driver/Sales Workers	660	750	90	13.6%	10	10	20	Short-term on-the-job training	\$26,750	\$6.76	\$15.91
53-3032	Truck Drivers, Heavy and Tractor-Trailer	4,920	5,560	640	13.0%	60	80	140	Moderate-term on-the-job training	\$37,536	\$13.08	\$20.53
53-3033	Truck Drivers, Light or Delivery Services	2,250	2,570	320	14.2%	30	20	50	Short-term on-the-job training	\$23,709	\$7.17	\$13.51
53-3041	Taxi Drivers and Chauffeurs	350	440	90	25.7%	10	<5	10	Short-term on-the-job training	\$17,980	\$6.87	\$9.53

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53-3099	Motor Vehicle Operators, All Other	130	150	20	15.4%	<5	<5	<5	Short-term on-the-job training	\$17,263	\$5.94	\$9.48
53-4099	Rail Transportation Workers, All Other	0	0	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-5011	Sailors and Marine Oilers	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
53-5021	Captains, Mates, and Pilots of Water Vessels	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*
53-6011	Bridge and Lock Tenders	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
53-6021	Parking Lot Attendants	100	80	-20	-20.0%	<5	<5	<5	Short-term on-the-job training	\$19,404	\$7.78	\$10.11
53-6031	Service Station Attendants	110	130	20	18.2%	<5	10	10	Short-term on-the-job training	\$20,809	\$7.60	\$11.21
53-6041	Traffic Technicians	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
53-6051	Transportation Inspectors	*	*	*	*	<5	<5	<5	Work experience in a related occupation	*	*	*
53-6099	Transportation Workers, All Other	50	60	10	20.0%	<5	<5	<5	Short-term on-the-job training	\$24,904	\$7.15	\$14.38
53-7011	Conveyor Operators and Tenders	130	130	0	0.0%	<5	<5	<5	Short-term on-the-job training	\$28,169	\$9.34	\$15.65

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53-7021	Crane and Tower Operators	70	70	0	0.0%	<5	<5	<5	Long-term on-the-job training	\$41,427	\$14.40	\$22.68
53-7031	Dredge Operators	0	0	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-7032	Excavating and Loading Machine and Dragline Operators	100	110	10	10.0%	<5	<5	<5	Moderate-term on-the-job training	\$36,755	\$12.60	\$20.21
53-7033	Loading Machine Operators, Underground Mining	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-7041	Hoist and Winch Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-7051	Industrial Truck and Tractor Operators	2,170	2,230	60	2.8%	10	40	50	Short-term on-the-job training	\$31,694	\$11.38	\$17.16
53-7061	Cleaners of Vehicles and Equipment	740	780	40	5.4%	<5	30	30	Short-term on-the-job training	\$22,830	\$7.03	\$12.95
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5,550	5,780	230	4.1%	20	180	200	Short-term on-the-job training	\$23,729	\$7.66	\$13.28
53-7063	Machine Feeders and Offbearers	590	490	-100	-16.9%	<5	20	20	Short-term on-the-job training	\$26,971	\$8.73	\$15.09
53-7064	Packers and Packagers, Hand	2,710	2,990	280	10.3%	30	50	80	Short-term on-the-job training	\$22,448	\$7.42	\$12.48
53-7071	Gas Compressor and Gas Pumping Station Operators	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*



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(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replacements <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>
53-7072	Pump Operators, Except Wellhead Pumpers	*	*	*	*	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-7081	Refuse and Recyclable Material Collectors	100	110	10	10.0%	<5	<5	<5	Short-term on-the-job training	\$29,144	\$10.14	\$15.95
53-7111	Shuttle Car Operators	*	*	*	*	<5	<5	<5	Short-term on-the-job training	*	*	*
53-7121	Tank Car, Truck, and Ship Loaders	10	10	0	0.0%	<5	<5	<5	Moderate-term on-the-job training	*	*	*
53-7199	Material Moving Workers, All Other	140	120	-20	-14.3%	<5	<5	<5	Moderate-term on-the-job training	\$31,431	\$7.35	\$18.99

**Notes:**

(1) **Employment** is a count of jobs rather than people, and includes all part- and full-time nonfarm jobs. Employment does not include self-employed, unpaid family, and railroad workers. Employment is rounded to the nearest ten, with employment less than five rounded to zero. Totals may not add due to rounding.

(2) **Replacements** are an estimate of the number of job openings expected because people have permanently left a given occupation. Permanent exits occur if someone dies, retires, or otherwise leaves the labor force. Permanent exits also include openings resulting from someone permanently changing occupations. For example, a person leaves their job as a cashier and becomes a truck driver. Openings resulting from people changing employers, but staying in the same occupation are not included.

(3) **Total openings** are the sum of new jobs and replacements. Total openings are an indication of how many new people are needed to enter a given occupation.

(4) **Typical Education and Training Path** gives a general indication of the education or training typically needed in a given occupation. There may be other pathways into the occupation, as well as additional educational, training, or licensing requirements.

**Short-Term On-the-Job Training:** These occupations require no more than one month of on-the-job training and the training usually happens at the workplace.

**Moderate-Term On-the-Job Training:** Training for these occupations usually occurs at the workplace and lasts from one to twelve months.

**Long-Term On-the-Job Training:** These occupations require more than one year of on-the-job training, or combined work experience and classroom instruction.

**Work Experience in Related Occupation:** Occupations in this category require skills and experience gained in other jobs.

**Postsecondary Vocational Training:** These formal training programs last from a few weeks to more than a year, and are offered at vocational or technical schools.

**Associate Degree:** This degree requires two years of full-time academic work beyond high school.

**Bachelor's Degree:** This degree requires four or five years of full-time academic work at a college or university.

**Master's Degree:** This degree requires one to two years of full-time study beyond a bachelor's degree.

**Doctoral Degree:** This degree usually requires at least three years of full-time study beyond a bachelor's degree.

## Occupational Projections for Fox Valley Wisconsin Workforce Development Area, 2004-2014 Projections

(Calumet, Fond du Lac, Green Lake, Outagamie, Waupaca, Waushara, and Winnebago Counties)

SOC Code	Occupational Title	Estimated Employment <sup>(1)</sup>				Estimated Average Annual Openings <sup>(1)</sup>			Typical Education and Training Path <sup>(4)</sup>	Estimated Salary and Wages (2005)		
		2004	2014	Change	% Change	New Jobs	Replace-ments <sup>(2)</sup>	Total <sup>(3)</sup>		Average Annual Salary <sup>(5)</sup>	Entry Level Hourly Wage <sup>(6)</sup>	Experienced Hourly Wage <sup>(7)</sup>

**First Professional Degree:** These degrees typically require at least two years of full-time study beyond a bachelor's degree.

**Bachelor's or higher degree, plus work experience:** These occupations require a bachelor's or higher degree, in addition to work experience in a related non-managerial position.

(5) **Average Annual Salary:** An occupation's average hourly wage is calculated by summing the wages of all employees in a given occupation and then dividing by the total number of employees in that occupation. In most cases, the annual average salary is equal to the average hourly wage multiplied by 2,080.

(6) **Entry Level Hourly Wage** is the average of the lower third of wages that are paid in a given occupation.

(7) **Experienced Hourly Wage** is the average of the upper two-thirds of wages that are paid in a given occupation.

(8) Depending upon the specific position and employer either an Associate or Bachelor's degree are most common.

\* Data is suppressed to preserve the confidentiality of employers.

Projections information is derived using the November 2004 OES Survey, 2004 QCEW and 2004 CES (3/2005 Benchmark) data. Unpublished data from the US Bureau of Labor Statistics and US Census Bureau was also used. Wage information derived from the May 2005 Estimates Delivery System.

To the extent possible, the projections take into account anticipated changes in Wisconsin's economy from 2004 to 2014. It is important to note unanticipated events may affect the accuracy of these projections.

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